



# Information Is Power

**GRI** 2020  
**Sustainability  
Report**

 **Logoplaste**



■ Filipe de Botton

# LIFE, CHARISMA & ENERGY

This is us

## REPORT PROFILE

Logoplaste's Sustainability Report is an annual publication, published by Logoplaste's Sustainability Department.

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Please consider the environmental impacts before printing this report.

“

Logoplaste is a living company. It has a soul, and this means we don't just produce packaging, we have a reason for existing and that reason is all of us, the Logoplastenians.

But just like a person's life, we have had our ups and downs. In our most challenging times we have always counted with the support of our teams, and in return we have always given back to the local communities where we operate. 20 years ago we realized that the help we were providing, supporting small projects, was not as efficient as it could be. We wanted to do more, in a sustainable manner, with real impact on the community.

In 2003 we decided to launch **CADIn\***, a one-stop shop center for children with neurodevelopment disorders, working simultaneously on three pillars: child, family and school. At the time, this was something that had never been done in Europe, a completely innovative approach.

CADIn has grown to provide a wider range of services, including: diagnosis, treatment and therapy, constant research & development, professional integration plans for young adults.

As a company, our goal was to see what we could do that was different, innovative, and



also create the biggest impact in the community. Today CADIn, our flagship project, cares for more than 24 000 families, this is a number we are very proud of. It is also recognized as an European center of excellence, where institutions and organizations seek CADIn's services.

But we are always seeking new initiatives!



Looking into the near future, we will be sponsoring **Café Joyeux** in Cascais – Portugal, where young adults with Down Syndrome or Autism are employed, giving them a real life work experience. The project provides long term training so participants can master a workable skill that is essential for them in securing a better future. We expect to open the first coffee shop in 2022. This is a perfect fit for us, an extension of our efforts in the field of neurodevelopment disorders.

To implement successful Social Responsibility initiatives requires doing our homework before we engage. Analyzing all the possible outcomes and making conscious decisions. Once this is done, the rest is easy.

For us, balance is key. As a company Logoplaste needs to be successful to answer to its employees, its partners and clients, to its shareholders, to the society and the environment, but certainly to those around us. Success needs to be divided among all stakeholders, this is the only way to grow in a sustainable manner and to feel proud of doing the right things, with meaning and able to give back.

Filipe de Botton  
Logoplaste's Chairman  
Logoplaste's Sustainability Board Chairman

\*CADIn – the letters stand for Centro de Apoio ao Desenvolvimento Infantil, which means: Support Center for Child Development

# START YOUR JOURNEY

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# Message from the CEO

Dear All,

I would like to welcome you to our 2<sup>nd</sup> GRI Sustainability Report. In the following pages, rather than just give a detailed account of our accomplishments, innovative projects and challenges of the past year, we want to create an opportunity to present our vision and invite those reading to connect with us and our mission.

At Logoplaste, we always deliver on commitments and promises. This is, naturally, the inspiration behind our report, but I would also like to point out that it reveals how strongly we value transparency, commitment, taking action and people, the “we”. In 2020, these have been central in facing the dramatic changes required from us.

Last year was challenging, not only professionally, but also personally. It has tested our ability to adapt, over and over again. 2020 has asked us for determination, courage and resilience. It is with great pride that I say, that I was impressed with the incredible spirit and strength displayed by us.

In these unprecedented times, we looked out for each other, creating a safe environment where we all felt comfortable to come to work. We rallied to follow new safety protocols and implemented measures to allow 24/7 shifts

to continue. We kept facing change with innovative ideas: be it in packaging design, improved sustainable solutions, flexibility or fast time to market responses.

We kept our connection to local communities, supporting them in every way possible, being it with hand sanitizer bottles or donated meals (including to COVID-19 first responders), while also joining forces with other organizations to tackle these difficult times with the efficiency and drive we put in everything we do.

In a world where it becomes more and more difficult to distinguish reality from fiction, to make good decisions we need reliable information that is based on facts.

For our industry, 2020 was a hard year with significant misinformation on plastics. At Logoplaste, we have made it our mission to communicate more on the life cycle of rigid plastic packaging and its impact on the environment.

For a plastic bottle, its circularity journey begins with the consumer. Once the product has been used, the packaging needs to be disposed of correctly, so it can be collected, sorted and reintegrated into a “bottle to bot-



“

**We always deliver on commitment and promises**

“closed loop through either mechanical or advanced recycling. This tells us that we, the consumers, have an essential part in ending waste.

At the same time, we can't help but ask: if plastic packaging is fundamental to so many end markets – delivering the product in a safe, practical, economical format - why is it so easily discarded?

The answer is simple: people do not perceive its true value. It is here that we have identified

an opportunity to change attitudes, as plastic can be a perfect fit for the Circular Economy and ensure a lower carbon footprint. We have decided to invest more in improving access to recycled material for our customers and reshaping our communication, in order to create awareness and responsibility across the value chain.

Our history has shown, that time and time again, we side with protecting the planet. From the beginning we have focused on CO<sub>2</sub> emission reduction with our wall to wall busi-

**Our communication effort will focus on 4 areas:**

**Working together with our clients: developing partnerships to design and produce better packaging**

**Communicating with consumers: through education on plastic circularity**

**Aligning recycling streams: redesigning products to optimize recycling**

**Lobbying with associations, organizations and governments: calling to action to align initiatives and produce change**

ness model. This means our facilities are integrated into our customers' site, providing a seamless line from bottle production to fill. Although this might lead to slower growth rates for Logoplaste, as it takes more time and dedication, it is the way to remain true to ourselves, and to the "de Botton" family vision. Our new line of communication is here to further prove our commitment to relentlessly push boundaries to create a positive impact in the world.

## Together, we deliver Mindful Plastic Packaging Solutions

At Logoplaste we develop meaningful solutions that meet the needs of our industry and exceed the expectations of consumers, always pursuing sustainability and excellence.

We believe this can only be done in an environment where every element of our team has equal opportunity to develop, contribute and succeed. An environment where all are accepted and respected for being who they are. One of our greatest strengths is that, at Logoplaste, we are all unique and different.

In 2021, I wish to continue to foster this spirit, making it a driving force for change. We will highlight Diversity & Inclusion among our strategic pillars, making it the basis of our culture. This is a pledge I'm making to the communities around us and to Logoplaste.

Because, as I've mentioned before, at Logoplaste we always deliver on commitments and promises, we are making it clear what

Diversity & Inclusion means: equality for all, no matter who we are or where we are. This translates into specific measures we hold ourselves accountable for:

- **Equal job opportunities**
- **Equal treatment & engagement**
- **Equal assessment and evaluation**
- **Equal career progression**
- **Equal learning and development**
- **Equal participation & voice**
- **Equal chance to make a difference**

I believe this is the only way to keep going forward in building a world anchored on sustainable and ethical growth, a world we can be proud to leave as our legacy for future generations.

I believe in never losing sight of the fact that each of us has an impact in the world and, therefore, we must strive to make it count.

I hope you enjoy our report and that it will help you understand the type of work we do to bring our vision to life.

You are invited to join us in our mission to deliver mindful rigid plastic packaging solutions.

Thank you for standing next to us.

**Gerardo Chiaia**  
CEO  
Logoplaste

“  
Being well informed,  
learning about  
a specific topic  
and analyzing it from  
different perspectives,  
gives you the power  
to make conscious  
decisions.”

# 02

## About this report

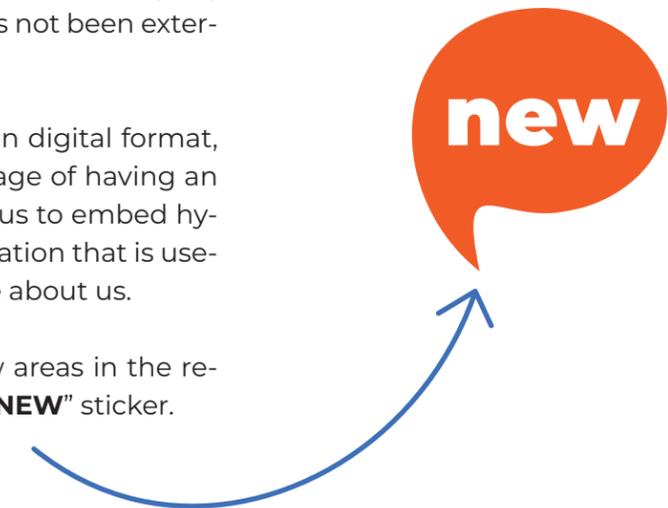
The 2020 Logoplaste Sustainability Report covers the period between January 1<sup>st</sup> 2020 and December 31<sup>st</sup> 2020 for our worldwide operations and was drawn up by Logoplaste's Sustainability Department.

This report is Logoplaste's primary source of annual disclosure on Environment, Social and Governance (ESG) performance. For Logoplaste, being transparent with all our stakeholders about our sustainability ambitions and how we manage them, as well as integrate these priorities into our business, is key for our journey.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. It has not been externally audited.

This report is only available in digital format, it is not printed. The advantage of having an online, digital report, allows us to embed hyperlinks to additional information that is useful and helps you learn more about us.

We have also identified new areas in the report, clearly marked with a **"NEW"** sticker.





## Bird's eye view

**Our mission is to relentlessly push boundaries going beyond clients' expectations to create a positive impact for rigid plastic packaging in the world.**

Some might even call us experts in providing sustainable packaging. We develop meaningful solutions that meet our clients' needs, and the needs of their clients, the consumers.

Founded in 1976, Logoplaste is a leading global designer and manufacturer of value-added rigid plastic packaging solutions to a wide range of worldwide blue-chip customers and well-known global FMCG.

Our business model is anchored to the development of strong partnerships with our

customers through dedicated facilities, fully integrated within our customer's premises: the Wall-to-Wall (W2W) business concept. It allows for "just-in-time" supply of packaging, eliminating the need for secondary packaging and all logistics associated with the transport of empty bottles, translating into a reduction in CO<sub>2</sub> emissions.

In 2020 Logoplaste was managing 63 plants and 9 offices across 18 countries: Belgium, Brazil, Canada, Czech Republic, France, Ireland, Italy, Luxembourg, Poland, Mexico, Netherlands, Portugal, Russia, Spain, Ukraine, United Kingdom, USA and Vietnam. The company's net sales for 2020 were €587M.

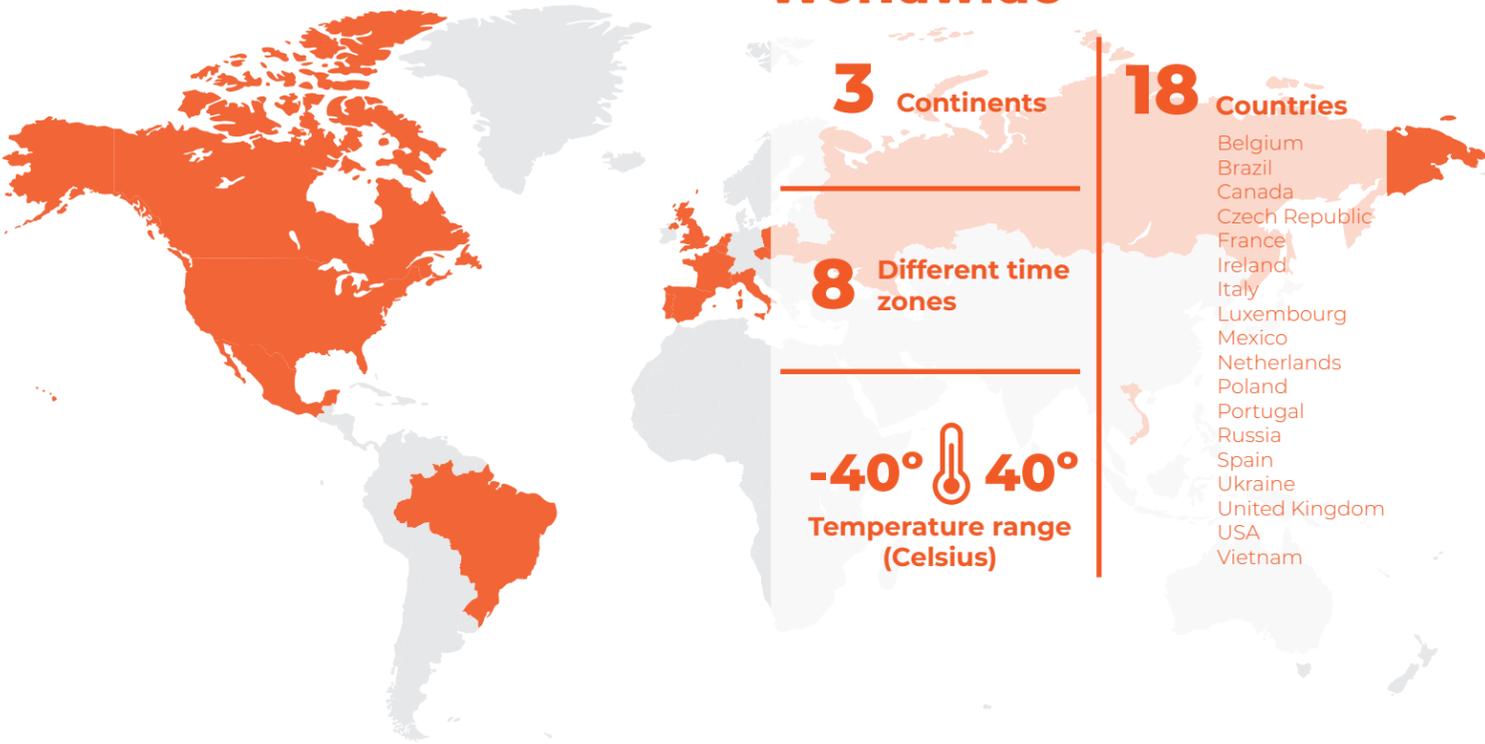


**Guarda is Logoplaste's first plant, the first W2W; it represents the vision of our Founder, Marcel de Botton. After 45 years, and counting, the plant provides top quality service to the customer, with constant dedication and commitment.**

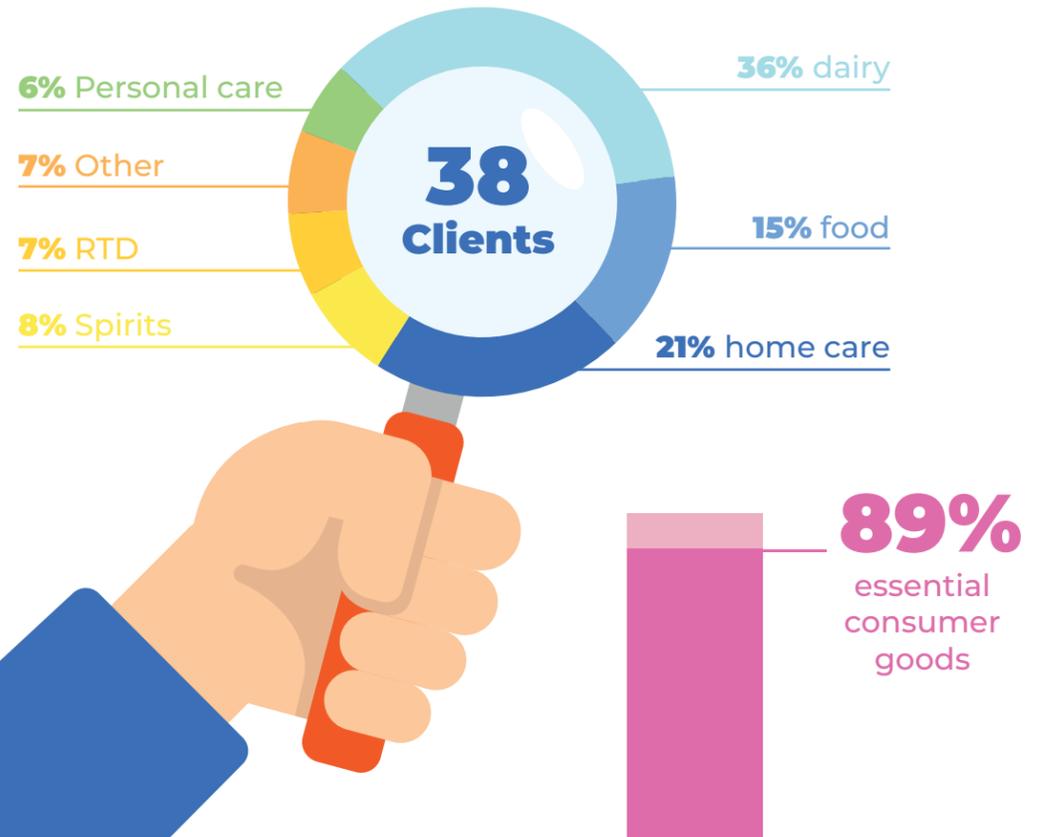
**MANUEL AFONSO** | Plant Manager  
**Logoplaste Guarda**  
W2W Portugal

# Global Presence

## Worldwide



# Market profile

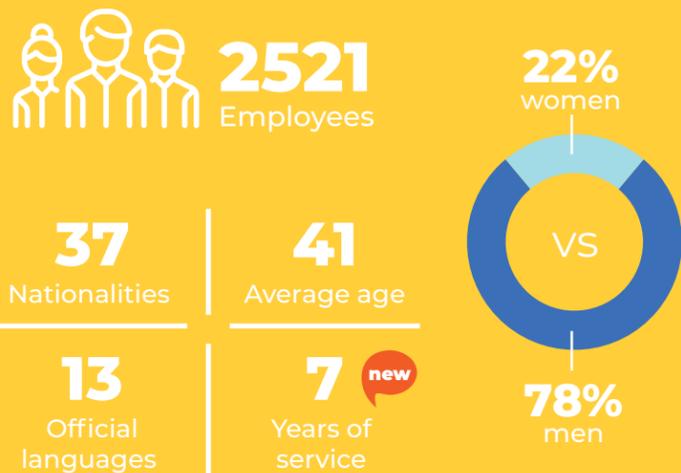


## Reporting & Communication

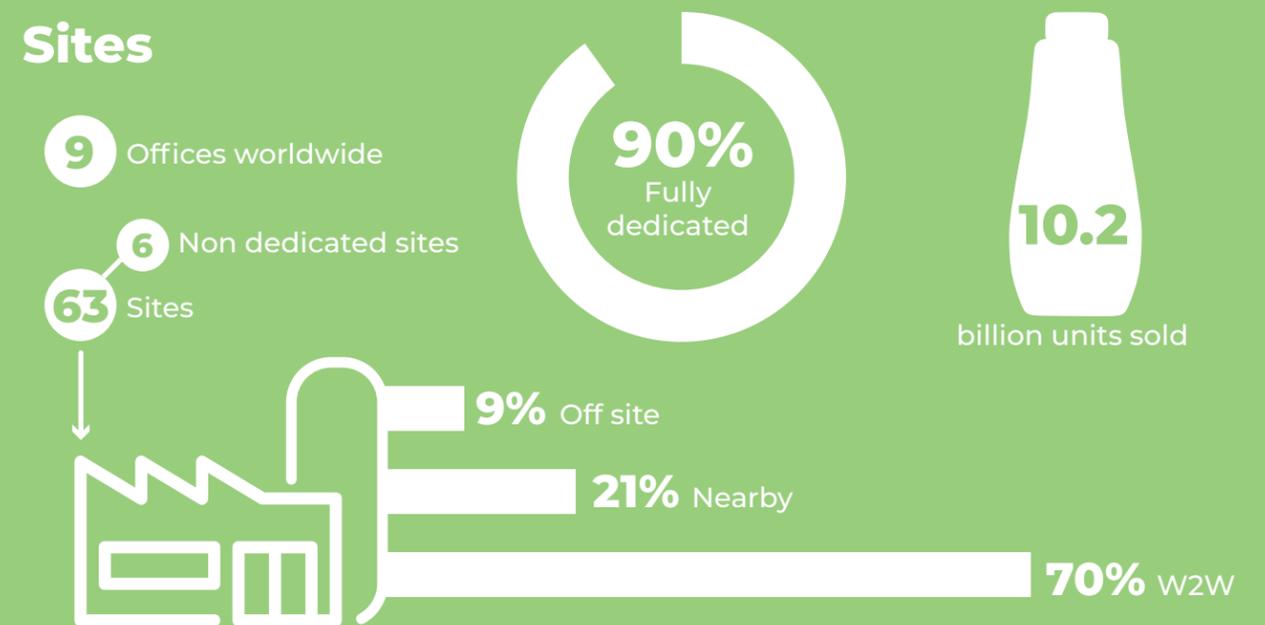
Keeping everyone in the loop

- 13** Global EHS Reports
- 12** Global Industrial KPIs Reports
- 12** Global HR Reports
- 12** Quality Metrics
- 1** Sustainability Report
- 1** Logonews
- 4** CEO's Quarterly Overviews new
- 124** COVID-19 Updates new

## Team profile



## Sites



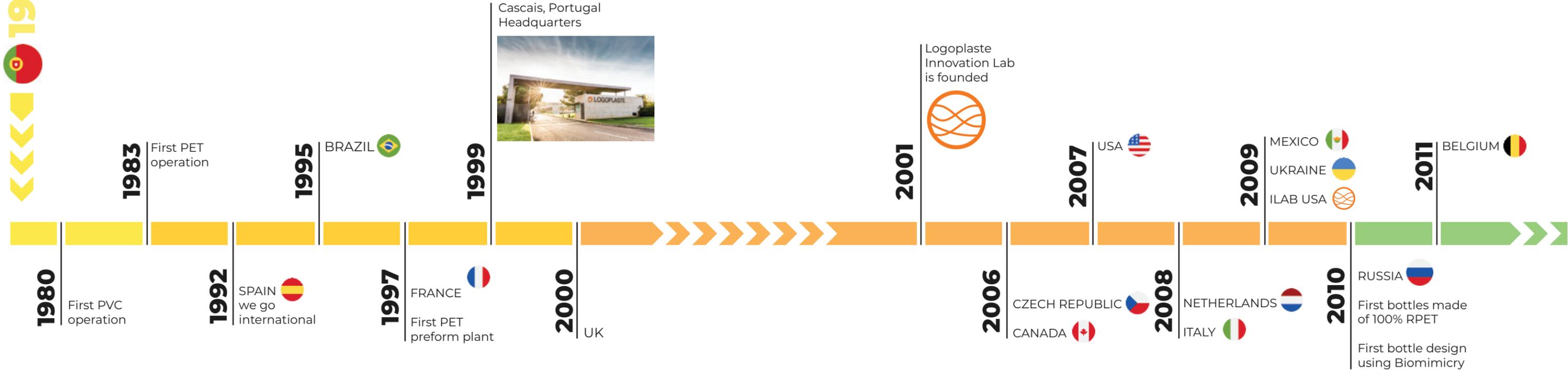
# Timeline

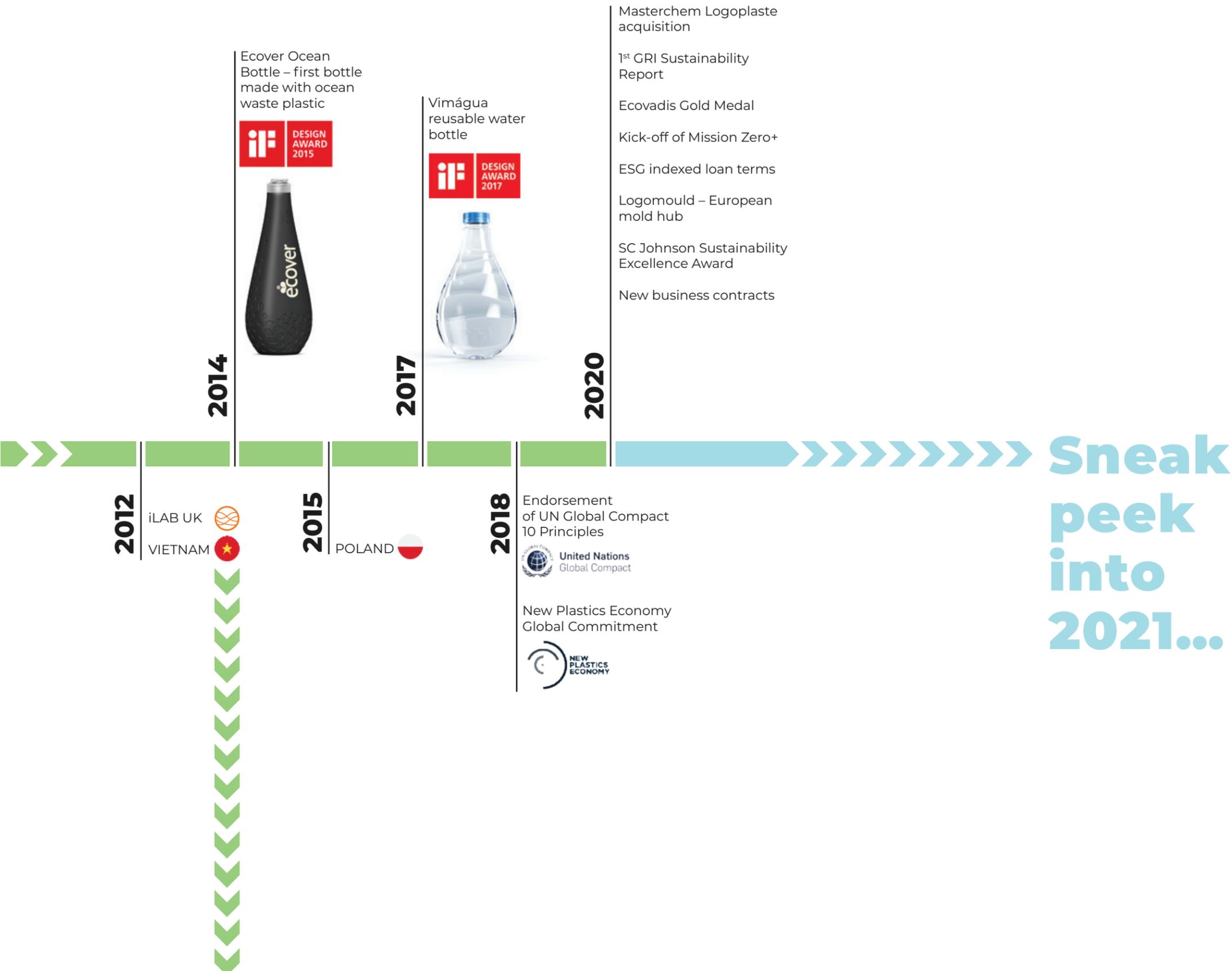
## LOGOPLASTE THROUGH THE YEARS

The world is changing at an increasingly fast pace and we want to lead this change, inviting the industry, clients, governments and communities to join us in building a better future for the next generation.

This is our purpose, our legacy and it all began in...

1976





# Sneak peek into 2021...

Lifting the veil ever so gently to let you see what we are up to...

## SDG SUSTAINABLE DEVELOPMENT GOALS

Logoplaste is working on mapping and quantifying its material SDGs:



## ENGINEERING FOR THE FUTURE CLASS OF 2021



## DIVERSITY & INCLUSION 2021 ROADMAP

## GLOBAL TRAINING MATRIX

## CEO'S 2021 PLEDGE

## EDUCATIONAL PACKAGES – EDU PACKS

## OCS GLOBAL CORPORATE COMMITMENT

## ONTARIO TEACHERS' PENSION PLAN BECOMES A NEW SHAREHOLDER



“ The Logoplaste Vietnam Team is proud of the way we dealt with all the 2020 challenges, and the company’s Employee Support Program played a very important role in reassuring the team that Logoplaste was looking out for them.

As a small country and during the most critical stage of the pandemic many Vietnamese companies were faced with difficult decisions when it came to retaining their employees and safeguarding their jobs.

This was different for Logoplaste Vietnam due to the global initiative, Employee Support Program, with which the company secured jobs and assisted the team in overcoming those difficult times. The program was seen as a “safety net”, encouraging the team to be strong and always believe that we would pull out together in safety. Which we did.

Many third parties such as our suppliers, our customer and local authorities, who knew about this initiative admired us very much. They said very few companies could have provided a support program like we did. Our employees are very happy to work for Logoplaste and engagement with the company is stronger than ever.

I joined Logoplaste 8 months ago and as a newcomer I was surprised with the commitment I saw from my new employer.

**OANH NGUYEN** | HR Generalist  
**Logoplaste Vietnam**  
Nearby

# What we have been up to?

At Logoplaste we work according to the highest industry standards, be it in Quality, Environment, Health & Safety, and Food Safety. We challenge our sites to find ways to do things better, more efficiently and reach for perfection. Standardization across the map means Operational Excellence, this is our trademark.



## QUALITY | ISO 9001

Brazil Office. France Office.  
Libramont. Lons. Cambrai. Pomezia.  
Estarreja. Mealhada

## LEED CERTIFICATION - SILVER

Tabler Station

## FOOD SAFETY | FSSC 22000

Santa Iria. Castelo Branco. Mealhada.  
Chicago. Fort Worth. Joliet. Minster.  
Campbon. Vienne. Plainfield

## H&S | ISO 45001

Coleford. Pomezia. Mealhada. Leeds

## FOOD SAFETY | ISO 22000

Elst. Estarreja. Vacariça. Castelo de Vide. Ladeira. Pedras Salgadas. Barreiro. Abrantes

## ISCC PLUS | International Sustainability and Carbon Certification

Estarreja

## H&S | OSHAS 18001

Thurrock

## MEDICAL PACKAGING | ISO 15378

Tabler Station

## FOOD SAFETY | BRC-British Retail Consortium

Thurrock. Leeds. Coleford. Dumfries. Andujar. Brenes. Guadalajara. Tenerife. Vilches

## ENVIRONMENTAL MANAGEMENT | GreenMark

Thurrock. Leeds. Coleford. Dumfries

## Awards and Recognition

2020 was an exciting year crowned with Ecovadis GOLD, a demanding score only reached by 2% of companies in the manufacture of plastic products. It mirrors our commitment to Corporate Social Responsibility.



**Ecovadis Gold**



**SC Johnson Sustainability Excellence Award**



**CDP Climate Change B**



**CDP Water Security B**

### LOGOPLASTE RECIPIENT OF THE SC JOHNSON 2020 SUSTAINABILITY EXCELLENCE AWARD

The 2020 Together We Win Supplier Awards evaluated thousands of suppliers in SC Johnson's network and six were recognized. The recognition paid tribute to suppliers that contributed to the company's growth and highlighted the company's commitment to quality, sustainability and innovation.



Logoplaste was distinguished in the category of Sustainability Excellence, alongside Plastic Bank.

The highly collaborative partnership between Logoplaste and Plastic Bank supported SC Johnson's launch of Windex® Ocean Plastic bottles and demonstrated their commitment to Sustainability Excellence.



# Memberships

# Initiatives

In association with other organizations, we are proud to be part of cutting-edge projects that challenge the status quo of the plastics industry.



# What we do & how we do it

The Wall to Wall (W2W) business model is synonymous with Logoplaste, and we have been perfecting it for the last 45 years.

Purchasing patterns are constantly changing and we need to ensure we provide our customers with innovative solutions to test new packaging, have shorter runs and validate concepts before going into industrial production. To respond to these demands, we came up with the Mother Plant concept, a perfect match to our W2W.

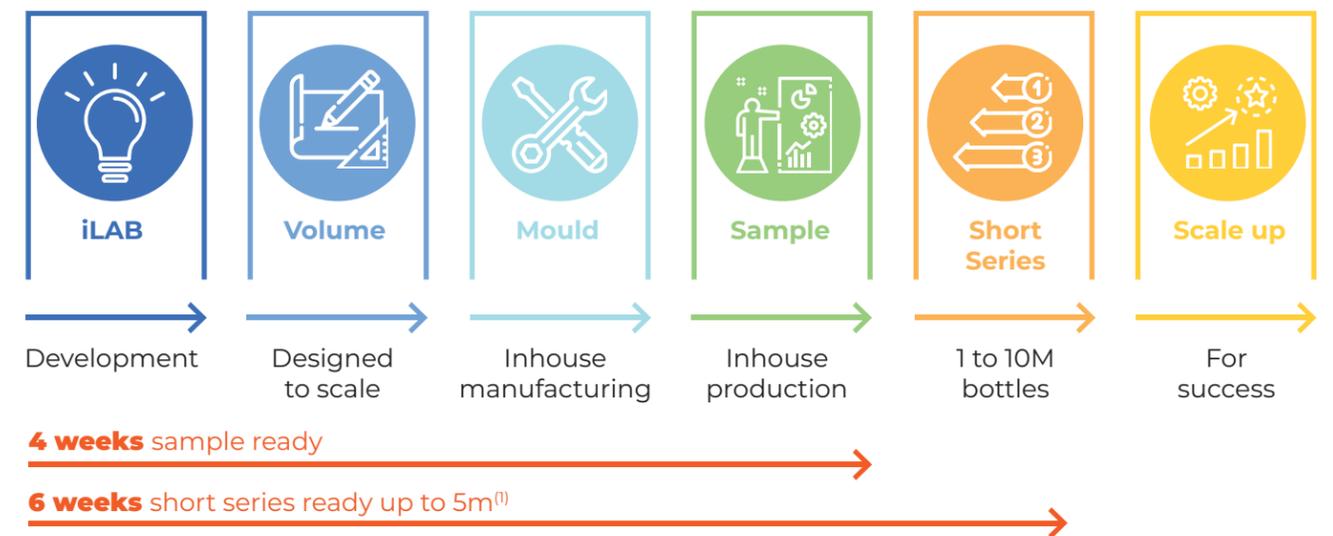
Serving our customers well means foreseeing their needs, staying ahead of market trends, anticipating consumer behavior and delivering new projects fast.

**Reliability is our gameboard. Speed and agility are the main players.**

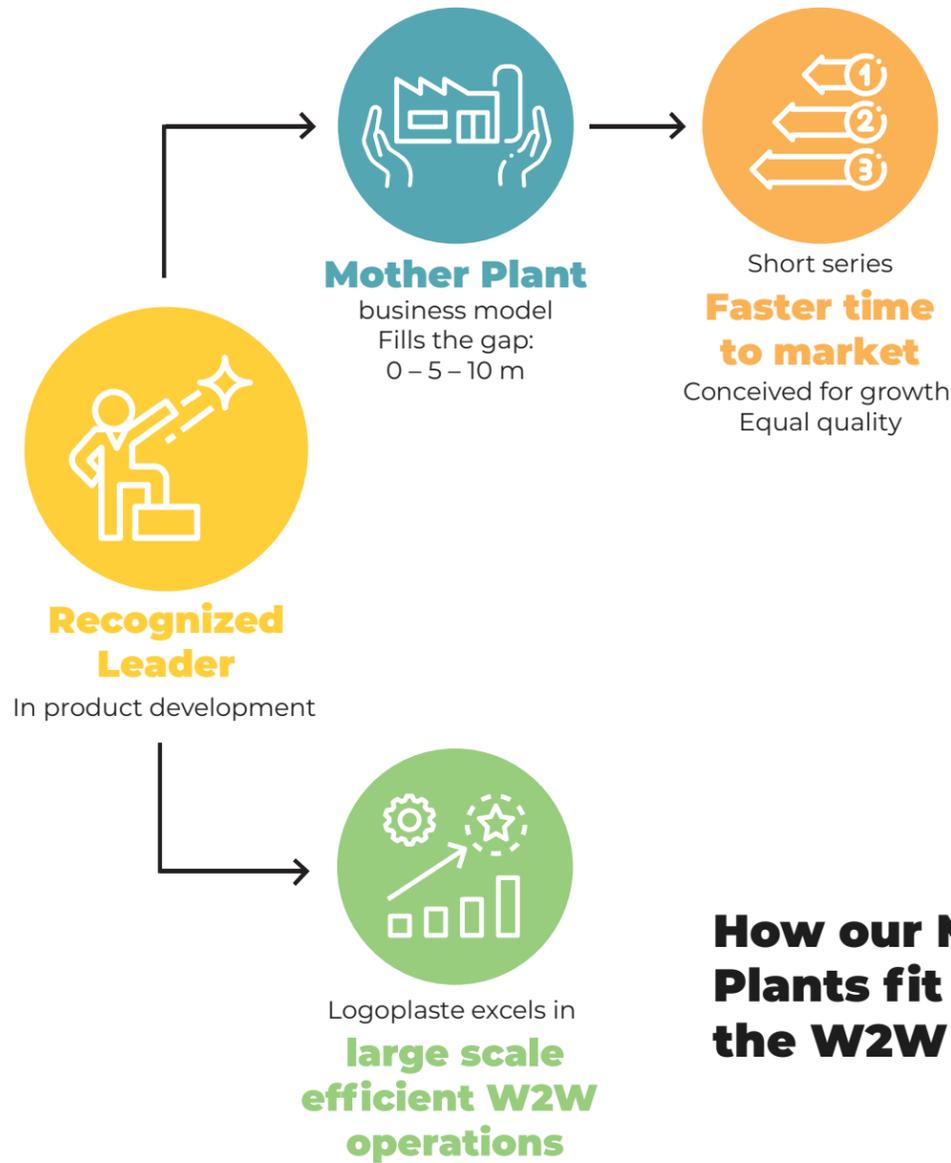
Mother Plants are accelerators for W2W, bring extra agility to new products and even faster time to market. They act as incubators for future wall to wall businesses.

## Logoplaste Agile Development

faster time to market, from idea to delivery



<sup>(1)</sup> Within existing preform portfolio



## How our Mother Plants fit into the W2W lifecycle

Our Operational Vision is to be recognized as the most trusted supplier of high-quality products, with impeccable supply reliability, and with the fastest time-to-market response for new projects. Since 2019 Logoplaste has been driving Digital Transformation to con-

nect shop to top floor, delivering agility and flexibility, with a broad scope vision on end-to-end supply chain. This can only be accomplished with dedication and full commitment from our teams.

Logoplaste excels in **large scale efficient W2W operations**

# Logoway

At Logoplaste, we expect each employee to give their very best and in return we go the extra mile for them. This is how we work: together.

build a solid foundation, where behaviors and expectations are aligned, it is Logoplaste's duty to share and explain its Corporate Values.

Everyone at Logoplaste plays an important role in helping us achieve our goals. To help

<p><b>Quality</b></p> <p>Production of high-quality products is our priority. AIMING FOR EXCELLENCE Quality applies to all that we do, no matter what. <b>Shaping the best products.</b></p>	<p><b>Integrity</b></p> <p>An open, honest environment helps us to do the right thing, always. FOCUS ON BEHAVIOR How do we conduct ourselves towards others. <b>Shaping respect.</b></p>	<p><b>Innovation</b></p> <p>We empower our employees to further innovation and value creation. LOOK, THINK, SHARE Our capacity to be critical about what we do and what we see. <b>Shaping new ideas.</b></p>
<p><b>Teamwork</b></p> <p>Fostering creativity in the workplace helps us do better work for our partners and our consumers. WORKING &amp; GROWING How we work as a team, in a true collaborative environment. <b>Shaping business.</b></p>	<p><b>Safety</b></p> <p>Safety across all sectors is at the forefront of our operations. LOOKING OUT FOR EACH OTHER It is everyone's responsibility to create a safe work environment. <b>Shaping safety, no exceptions.</b></p>	<p><b>Partners</b></p> <p>Our clients are partners in the process. WHO DO WE WORK FOR? All the people around us, be it in the company or outside. <b>Shaping relationships.</b></p>

Alongside these Values, we have **our Principles**, translated into all our official languages.

### Logoplaste's Values, combined with our Principles, help to reinforce LOGOWAY.

Although we operate in many countries across the world, Logoplaste's commitment to behave according to the highest standards of ethical conduct, transcends national boundaries.



**Our Code of Conduct** helps us understand how to act and think. It shapes our attitudes, our actions, our behaviors and our decisions.

“ YOU HELP SHAPE LOGOPLASTE INTO A STRONGER COMPANY ”

“ BE THE BEST YOU CAN BE ”

“ WORKING TOGETHER IS THE WAY TO GO ”

“ ASK QUESTIONS SHARE YOUR IDEAS ”



### Steep learning curve that was also fast

“ Logoplaste is a fast learner and has a tremendous capacity to adapt to change. This was seen from top management to the teams, with the COVID Task Force leading the way.

Constant communication provided support and guidance for all sites. In turbulent times, sharing information helps guide us but it also shows us that we are not alone, that other Logoplaste plants are going through the same experiences.

In Pudliszki we implemented our COVID-19 safety measures in record time and our team adopted the new safety protocols quickly. This was key to keeping everyone safe.

Logoplaste's Employee Support Program was very much welcomed by all and demonstrated the company's recognition of the efforts made by the team.



**HENDRICK OLWAGEN** | Plant Manager  
**Logoplaste Pudliszki**  
W2W Poland

# Sustainability

“

**The whole is always greater than the sum of its parts.**

Aristotle, Greek philosopher, circa 340 BC



At Logoplaste, our **Sustainability Commitments** are anchored to our Sustainability Pillars, the main guidelines for everything we do.

## Our Sustainability Pillars

### People & Community

*“If you want to go fast, go alone. If you want to go far, go together.”*

African Proverb

### Environment & Economy

*“We don’t have to sacrifice a strong economy for a healthy environment.”*

Dennis Weaver

### Innovation

*“Innovation distinguishes between a leader and a follower.”*

Steve Jobs

Our commitments for 2025 follow the New Plastics Economy Global Commitment led by the Ellen MacArthur Foundation:

- **Eliminate unnecessary plastic packaging**
- **Where possible, move from single use toward reuse models**
- **100% of plastic packaging to be reusable or recyclable**
- **Continue to grow the use of recycled content across all packaging and exceed the legal requirements for the use of PCR**

These ambitious commitments can only be achieved by working closely with our clients, our brand owners, where we establish a common plan and align our commitments.

But that is not all. Internally, we set our own, ambitious, objectives for 2030:

**Reduce by 30% our Operational\* CO<sub>2</sub>e emissions and our CO<sub>2</sub>e intensity indicator\*\* (base year 2019)**

We aim to reach this reduction by acting on two fronts: for plants where we have the decision over the energy supply we will have specific plans in place for each site, and W2W operations where we will work closely with our customers to reach our targets.

We are also committed to reducing net CO<sub>2</sub> emissions by growing our wall-to-wall business. Every W2W plant saves CO<sub>2</sub> by eliminating transport and secondary packaging. Every new Logoplaste W2W plant has a positive impact on the environment.

Logoplaste is determined to bring this carbon efficiency to the largest number of clients and has issued debt where the cost is indexed to CO<sub>2</sub> emissions savings – the first Term Loan linked to ESG factors.

\* Scope 1 and 2

\*\* Intensity of CO<sub>2</sub>e emissions relative to production

# Mission Zero +

## Carbon neutral and regenerative plants

Logoplaste has always prided itself as an innovative company. Innovation means trying new concepts. In 2020 Logoplaste embarked on a unique challenge: to be the first rigid plastics packaging producer to implement carbon neutral and regenerative plants.

The objective is to design plants that bring a positive impact to:



Truth be told, it goes beyond a “positive impact”. Mission Zero + will design plants that actually improve the quality of life for our employees and local communities, as well as the surrounding ecosystems.



To achieve this unique and ambitious goal, we have partnered with **Biomimicry 3.8** to help us perfect our W2W business model. Such an impactful project is carried out in a phased manner. We selected one of our plants to serve as a pilot, and developed a roadmap applicable to all new sites, following these steps...

### Mission Zero+ leverages on transformation

**From sickness to health**

**From decline to renewal**

**From past to future**

## 4 STEPS

**Pushing boundaries and taking risks is the only path to finding new solutions to old problems.**

**This is where the magic of innovation happens.**

### STEP 1 Identity



- Conduct project scoping meeting & align on objectives
- Identify site boundary conditions & project spheres (i.e. site interior, exterior + operations)
- Identify the Nature of Place: the ecological, social, and organizational operating conditions and priorities
- If Wall to Wall, outline client engagement strategy

### STEP 2 Quantify



- Assess identified project spheres
- Crosswalk existing facility metrics with Positive Performance metrics
- Conduct baseline performance assessment across all relevant project spheres
- Conduct gap analysis in comparison to reference habitat(s)
- If Wall to Wall consider client sphere of control

### STEP 3 Create



- Determine areas of greatest potential for lift and optimal co-benefits
- Identify biomimetic design strategies that will close the performance gap
- Investigate bio-inspired and natural based technologies and solutions
- If Wall to Wall, identify client intention to intervene at site and where/how

### STEP 4 Implement



- Conduct cost benefit analysis
- Create implementation and monitoring program
- Outline communication strategy



# Stakeholder engagement

An effective stakeholder engagement strategy has several benefits: anticipation, risk management, information flow and reputation.

Stakeholder engagement is fundamental to strengthen relationships and align expectations. Our job is to: 

- 1. Identify stakeholders**  
understand wants and needs
- 2. Prioritize topics to build trust**  
stakeholder surveys and engagement
- 3. Monitor and communicate**  
to improve partnerships

“ At Kraft Heinz we like to look at things from a holistic perspective, analyzing every aspect of the packaging lifecycle and its impact on Circularity. This means how it will perform on the line, during filling, transportation; how it will protect and preserve the product, in this case sauces; what impact it will have on the shelves and with consumers; how it will do in terms of recyclability and overall environmental impact – what is the trade-off so all processes are optimized and sustainable.

Logoplaste is an ideal partner to help us develop advanced packaging solutions that have a positive outcome on the world.



GUUS LUEB | Director Global Packaging R&D  
The Kraft Heinz Company



## Customers



- Website
- Linkedin
- Pollination Day
- Sustainability Report
- Sustainability Survey
- Ecovadis
- CDP
- Logoudate
- Meetings – Proactive And Reactive
- Regular Updates

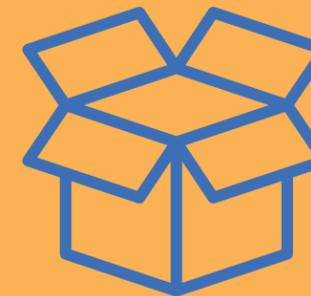
## How we interact with our stakeholders

### Communities



- Internship Programs
- Financial Support
- Employee Volunteering Initiatives
- Student Support And Engagement
- Active Listening To Proactively Assess Local Needs
- Logoudate
- Website
- Linkedin
- Job Opportunities

## Suppliers



- Policies
- Code Of Conduct
- Supplier Guidance
- Website
- Linkedin
- Sustainability Report
- Sustainability Survey
- Ecovadis
- CDP
- Logoudate
- Pollination Day
- Meetings – Proactive And Reactive

### Regulators and Associations



- Pollination Day
- Website
- Linkedin
- Sustainability Report
- Sustainability Survey
- Ecovadis
- CDP
- Logoudate
- Meetings – Proactive And Reactive

## Employees Sustainability Board & Sustainability Committee



- Employee Climate Survey
- Performance Management System – Evaluation
- Speak Up
- Quarterly Reports From CEO
- Ask The CEO
- Intranet
- Website
- LinkedIn
- Corporate Television
- Posters
- Brand Building
- GOS – Global Operations Summit
- Emails
- Online Briefing Sessions
- Training
- Ecovadis
- CDP
- Global CEO Broadcasts
- Code Of Conduct
- Sustainability Report
- Sustainability Survey
- Newsletter

# Sustainable Procurement

Logoplaste is committed to achieving and promoting a set of values in the areas of Business Ethics, Human Rights & Labor Practices, Occupational Health & Safety, and Environmental Responsibility.

We only work with Suppliers and Contractors who share these values and principles. To ensure these are implemented and followed, we ask our suppliers and contractors to:



**- Read and follow our Procurement Policy**



**- Read, sign and follow our Supplier Code of Conduct**

But that is not all; to help our Suppliers and Contractors reach our goals, Logoplaste has a



**Supplier Guidance**



**In a difficult year as 2020, Logoplaste has continued to be a reliable business partner that we can depend on.**

**WINNIE WU** | Global Plastic Bottle Buyer  
Cycles & Procurement  
Danone



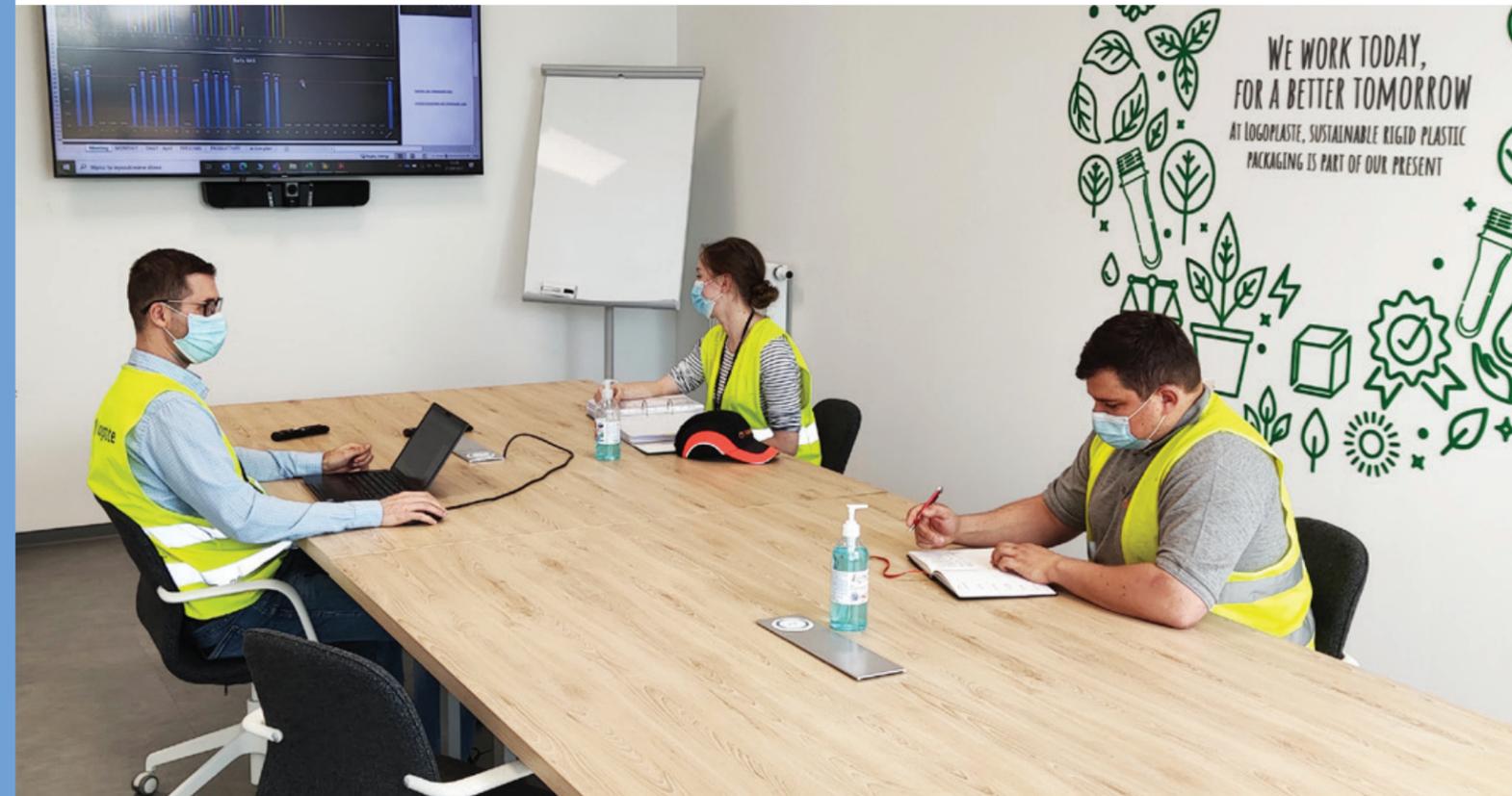
**DANONE**  
ONE PLANET. ONE HEALTH



With Sustainability as a main driver for everything we do, all our activities are performed based on our 3 Sustainability Pillars:



This means that from a simple task, such as deciding the best solution for coffee cups, to a more complex one, as working with a new raw material supplier, we make our decisions conscious of how they align with our sustainability objectives. Nothing is left to chance, impacts are analyzed, and short, medium and long-term outcomes are weighed.



# 04+

## Taking steps



# Logoplaste leaves a positive footprint on the environment

During 2020 Logoplaste ramped up new facilities, that are a better, more sustainable fit for our clients' supply chain. These sites usually replace existing suppliers located many miles away.

By virtue of Logoplaste's organic growth, our overall 2020 energy consumption and CO<sub>2</sub>e emissions increased but, in net terms, the emissions relating to the products produced at those facilities have been dramatically reduced as transport of empty bottles and secondary packaging were avoided.

Identifying strategic areas, through the **Materiality Topics (Appendix 2)**, and engaging with all stakeholders sets a clear path to identify topics with associated risks and business opportunities that affect the value creation. We continue to take serious steps and increasing our resource allocation towards our goals:



- **Nominating internal leaders for key initiatives in energy purchasing and energy efficiency**
- **Actively pushing, together with our clients, for the accelerated incorporation of recycled material and educating our partners on the sustainability angle of all packaging solutions**

These actions are already delivering improvements, and more is to come.

Let's see how we are doing... we will start with the Environment.

# Logoplaste & the Environment

When it comes to the environment, all that we do is geared to build a better world.

At Logoplaste we constantly finetune our environmental performance and work towards a responsible and efficient use of resources. Our guiding principles, our commitments towards the environment, and our action plan to achieve them, are expressed in our **Global Quality, Environment and Health and Safety Policy**.



Logoplaste's approach to Environmental Management follows the Precautionary Principle, as defined in the United Nations Rio Declaration in 1992.

**There is no tomorrow if we do not care for today.**

## Energy

Logoplaste, like many other industries, relies heavily on energy for its production.

We focus on the responsible use of energy as well as on identifying, and implementing, improvements to optimize our efficiency.

Logoplaste has been growing steadily over the years and our footprint is always evolving. For that reason, we should measure our energy consumption for the same perimeter of plants on a "like for like basis", to understand how the existing plants are evolving but also the overall company performance.

In 2020, Logoplaste's overall energy consumption was 1 379 446 gigajoules (GJ), of which 97% was electricity (1 333 681 GJ). Energy consumption was 14.8% higher than in 2019.

This increase is explained by the new plants that began operations in 2019, going into full production in 2020. It is interesting to see that when we compare on a like-for-like basis, excluding the impact of these new plants, and even considering a surge in volumes observed in 2020, the increase in energy was only 0.6%.



■ Table: Energy Consumption within Logoplaste

LOGOPLASTE PLANTS	2019 Gigajoules (GJ)	2020 Gigajoules (GJ)	Variation (%)
<b>Total electricity purchased for consumption:</b>	<b>1 048 249</b>	<b>1 223 766</b>	
- Electrical Grid	947 495	1 079 778	
- 100% Certified Green Electricity	100 754	143 988	
<b>Total fuel consumption from non-renewable sources:</b>	<b>133 798</b>	<b>139 831</b>	
- Natural gas - electricity generation	103 123	101 766	
- Natural gas - heating, machinery	26 808	25 904	
- LPG - forklifts	2 502	3 422	
- Red diesel consumption - forklifts	542	114	
- Diesel - Company trucks	824	8598	
- Petrol	0	29	
<b>Total fuel consumption from renewable sources:</b>	<b>1 711</b>	<b>3 923</b>	
- Photovoltaic panels	1 711	3 923	
<b>TOTAL</b>	<b>1 183 758</b>	<b>1 367 521</b>	<b>15.5%</b>
CORPORATE OFFICES	Gigajoules (GJ)	Gigajoules (GJ)	Variation (%)
<b>Total electricity consumption:</b>	<b>8 568</b>	<b>4 227</b>	
- Electrical Grid	8 568	4 227	
<b>Total fuel consumption from non-renewable sources:</b>	<b>9 444</b>	<b>7 699</b>	
- Diesel for company cars	7 684	5 648	
- Petrol for company cars	1 760	2 051	
<b>Total electricity not consumed, self-generated from renewable sources:</b>	<b>508</b>	<b>494</b>	
- Photovoltaic panels	508	494	
<b>Total electricity sold, self-generated from renewable sources:</b>	<b>508</b>	<b>494</b>	
- Photovoltaic panels	508	494	
<b>TOTAL</b>	<b>18 011</b>	<b>11 925</b>	<b>-33.8%</b>
<b>Total (Logoplaste Plants and Corporate Offices)</b>	<b>1 201 769</b>	<b>1 379 446</b>	<b>14.8%</b>

**Note:** This table includes all Logoplaste plants producing during 2020 and corporate offices. The methodological process and assumptions used for these calculations are described in [Appendix 2](#).



## Energy reduction activities

Improving our energy efficiency is one of our major goals, as it helps protect the environment while at the same time reduces costs. We believe that state-of-the-art equipment and infrastructure are fundamental when it comes to good energy management. In addition, we conduct regular energy assessments and constantly update our machinery, auxiliary equipment, lighting and facilities. During 2020 the company appointed a person to focus full time on energy efficiency initiatives across the Group, to ensure a consistent path towards efficiency.

During 2020 several energy reduction activities were implemented, focused on lighting efficiency with LED lighting and motion sensors, waste heat recovery, and machine and utilities optimization, upgrade or replacement. These had an estimated yearly saving of 7 600 GJ, when compared to previous consumption rates.



**Continuous improvement is the name of the game.**

# Greenhouse gas emissions

Global warming is mainly due to greenhouse gases released by fossil fuel consumption resulting from human activity. It is responsible for climate change and is a serious threat to the planet.

Since 2017 we have been developing methodologies to accurately measure, monitor and report our greenhouse gas (GHG) footprint. This data is crucial in building a well-founded sustainability strategy, set ambitious targets to mitigate our environmental impact and assess our progress.

Yearly we calculate the average CO<sub>2</sub> emissions saved by eliminating, or reducing, the transport of finished products due to our W2W business model and our nearby sites. By having 91% of our sites within our customers' premises or nearby, in 2020 we saved a total of 14 962 tons CO<sub>2</sub>. This represents a 23% increase in CO<sub>2</sub> savings, compared to 2019\*.

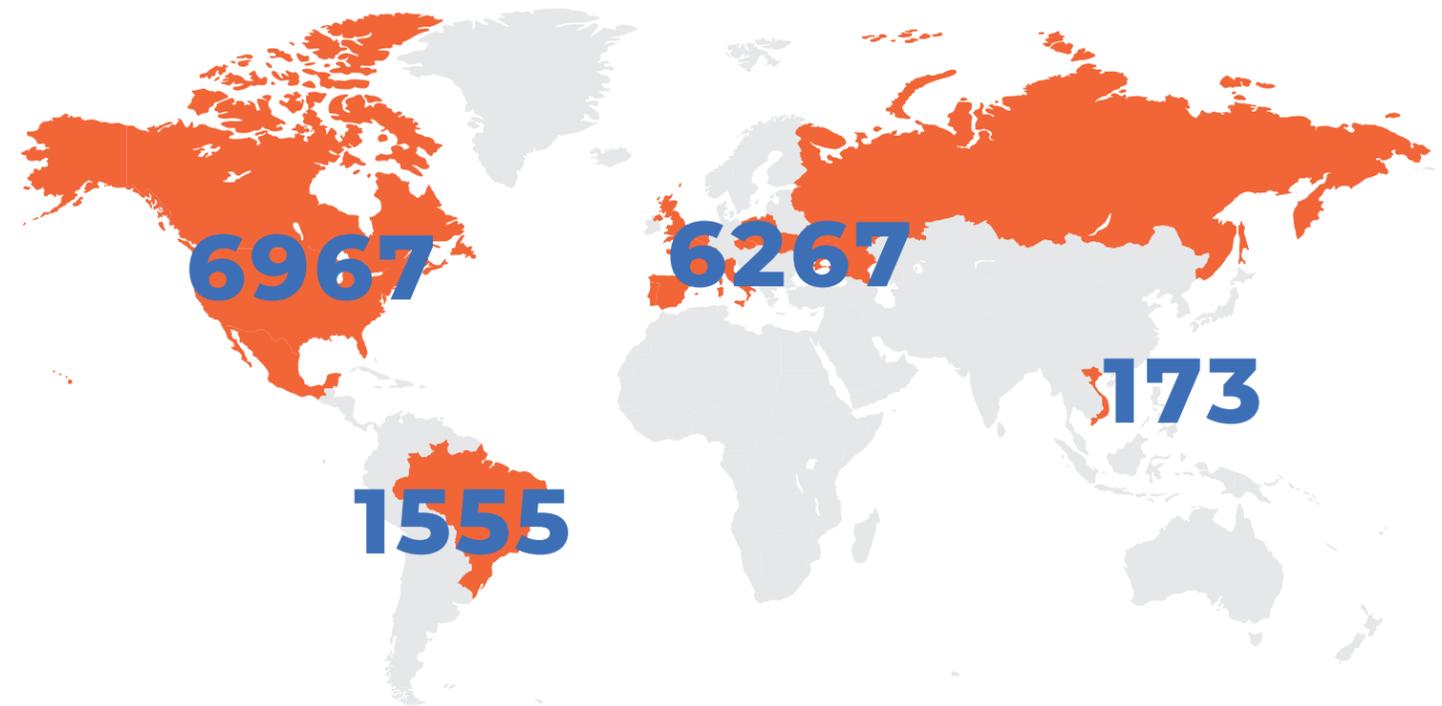
These CO<sub>2</sub> savings are equivalent to 8 500 transatlantic flights, London/New York on a 747, or the offset of 686 000 trees.

Associated with the above CO<sub>2</sub> annual savings, in 2020 Logoplaste issued the first institutional term loan directly linked with ESG factors, by having the cost of its debt indexed to CO<sub>2</sub> emissions savings. This metric underlines the CO<sub>2</sub> efficiency of the W2W business model and the benefits Logoplaste growth brings.

The savings of CO<sub>2</sub> emissions are achieved by increasing the number of wall-to-wall facilities, which are our core know-how, and the volumes produced in those facilities. Gerardo Chiaia, Logoplaste's CEO, is proud of this landmark transaction: "This is one initiative in a well-articulated plan that includes actions such as increasing the usage of recycled content, reduction of waste and energy consumption and conscious water use. Our goal is very ambitious: we want to build plants that are Carbon Neutral or even become regenerative from a CO<sub>2</sub> emissions perspective.

## Logoplaste commits to reducing carbon emissions by growing its wall-to-wall business model

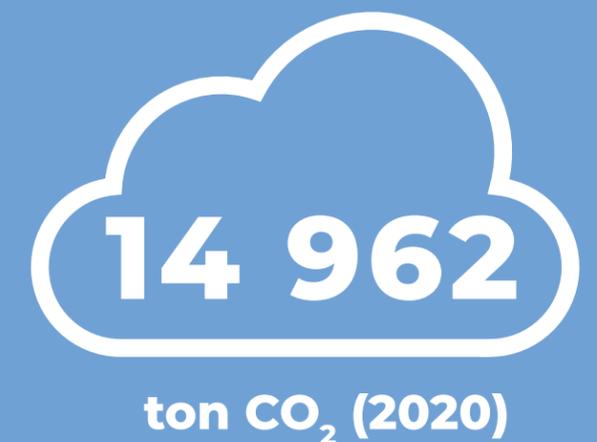
\*the value of 15 529 tons CO<sub>2</sub> savings reported in the 2019 GRI Sustainability Report corresponded to the run rate, assuming a large site was producing at full capacity.



## CO<sub>2</sub> savings

Annual worldwide aggregate of CO<sub>2</sub> emission savings

Measured in metric tons



## Scope 1 and scope 2 GHG emissions

Scope 1 GHG emissions cover direct emissions caused by the combustion of fossil fuels within Logoplaste and fugitive emissions. Scope 2 GHG emissions are indirect emissions from the generation of purchased energy. We designate our scope 1 and scope 2 GHG emissions as Logoplaste Operational GHG Emissions.

## Absolute emissions

In 2020 our absolute scope 1 and scope 2 emissions were 133 265 tons of CO<sub>2</sub>e. This represents an increase of 27.8% when compared to 2019. This increase is mainly related to new plants that began operations in 2019, going into full production in 2020.

Here again, it is important to highlight the impact of Logoplaste's growth and, therefore, we should also compare the emissions of a stable set of plants ("like-for-like basis"). With this approach, excluding the effect of the new plants, we achieved an 8.3% reduction in our absolute emissions, despite the increase in volumes observed in several plants. It should also be noted that the increase of W2W plants is reducing the overall CO<sub>2</sub>e emissions, as transport and secondary packaging are made redundant by the new W2W facilities.

Direct emissions represent 10% of our absolute direct and indirect emissions, 90% of which are indirect emissions arising from purchase of electricity.

Our scope 1 emissions also include electricity supplied through our client's onsite co-generation systems, running on natural gas. If we compare emissions associated with electricity consumption with other energy sources, we see that electricity consumption represents a total of 96.6%.

■ Table – Logoplaste operational emissions (Scope 1 and Scope 2)

	2019		2020		Variation (%)
	Tons CO <sub>2</sub> e	Weighting (%)	Tons CO <sub>2</sub> e	Weighting (%)	
SCOPE 1 (Non-Electricity)	4 139	4.0%	4 467	3.4%	7.9%
SCOPE 1 (Electricity)	8 916	8.5%	8 799	6.6%	-1.3%
<b>SCOPE 1 - TOTAL</b>	<b>13 055</b>	<b>12.5%</b>	<b>13 266</b>	<b>10.0%</b>	<b>1.6%</b>
<b>SCOPE 2 (Electricity)</b>	<b>91 209</b>	<b>87.5%</b>	<b>119 999</b>	<b>90.0%</b>	<b>31.6%</b>
<b>TOTAL (SCOPE 1 + SCOPE 2)</b>	<b>104 264</b>	<b>100.0%</b>	<b>133 265</b>	<b>100.0%</b>	<b>27.8%</b>

Most of our Scope 1 emissions in 2020 were related to natural gas (77.4%) followed by fugitive emissions (12.3%).

The remainder of our Scope 1 emissions (10.3%) came from the use of Liquefied Petroleum Gas (LPG), diesel, and petrol.

■ Table – Logoplaste operational emissions (Scope 1 and Scope 2)

	Unit	2019			2020		
		Consumption	Tons CO <sub>2</sub> e	Weighting (%)	Consumption	Tons CO <sub>2</sub> e	Weighting (%)
<b>SCOPE 1</b>							
Natural Gas - Electricity Generation	kWh	43 764 208	8 916	68.3%	43 188 174	8 799	66.3%
Natural Gas - Other uses	m <sup>3</sup>	748 956	1 521	11.7%	723 405	1 463	11.0%
LPG	kg	54 499	160	1.2%	74 485	219	1.7%
Red Diesel	L	14 899	41	0.3%	3 126	9	0.1%
Petrol	L	0	0	0.0%	892	2	0.0%
Diesel - Company Cars	L	236 980	615	4.7%	397 402	1 012	7.6%
Petrol - Company Cars	L	54 453	120	0.9%	63 498	138	1.0%
Refrigeration Gases (Kyoto) Leakages	kg	592	1 290	9.9%	660	1 319	10.0%
Other Refrigeration Gases Leakages	kg	217	392	3.0%	169	306	2.3%
<b>TOTAL</b>		<b>-</b>	<b>13 055</b>	<b>100.0%</b>	<b>-</b>	<b>13 266</b>	<b>100.0%</b>



In 2019 Logoplaste established an ambitious corporate GHG emissions reduction target: **30% reduction of our operational CO<sub>2</sub>e emissions by 2030.**

Logoplaste's largest contributor to operational CO<sub>2</sub>e emissions is electricity, so we appointed a central project team to negotiate our energy supply contracts, moving as much as possible to certified green energy, reducing our CO<sub>2</sub> impact. This team is leading projects on two fronts:

**Plants where Logoplaste has autonomy over the energy supply**

Logoplaste is evaluating the change to 100% Certified Green Energy or evaluating the implementation of photovoltaic panels and other renewable sources to improve our energy mix

**W2W operations where our customers decide the electricity provider**

We are setting up joint initiatives with our customers to change to less CO<sub>2</sub> intensive energy sources

In 2020, Logoplaste Pomezia (Italy) and Logoplaste Dumfries (UK) started outsourcing 100% Certified Green Energy. Logoplaste Mealhada (Portugal) completed the installation of photovoltaic panels. In total, these initiatives represented a saving of 5 000 tons CO<sub>2</sub>e emissions.

To reach our goals and make a significant environmental impact, efforts are being made, across all our sites, in search of the best local solutions. We look forward to keeping you posted on our progress.

# Emissions intensity

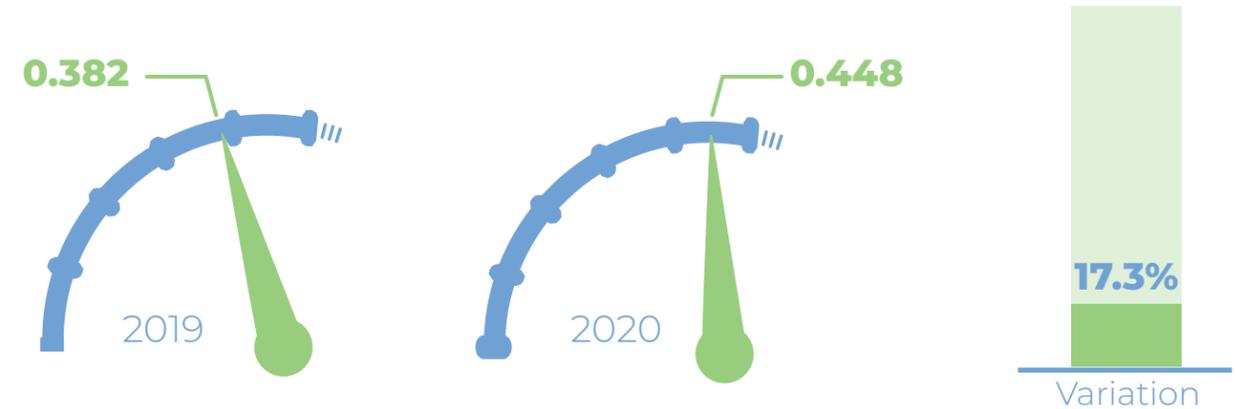
Coupled with our Operational CO<sub>2</sub>e emissions target, in 2019 Logoplaste also defined a CO<sub>2</sub>e emissions intensity indicator that shows the intensity of CO<sub>2</sub>e emissions relative to production:

- The ratio between the CO<sub>2</sub>e emissions resulting from electricity consumption and tonnage of raw materials transformed in the same period, for the plants that operated for a full year (excluded are startup

plants and plants closed during the reporting period).

This ratio can be decreased through best practices, improved energy efficiency and the use of renewable energy sources. In 2020 Logoplaste's intensity indicator was 0.448 tons CO<sub>2</sub>e / ton raw material, representing an increase of 17.3% compared to 2019.

## CO<sub>2</sub>e EMISSIONS INTENSITY INDICATOR

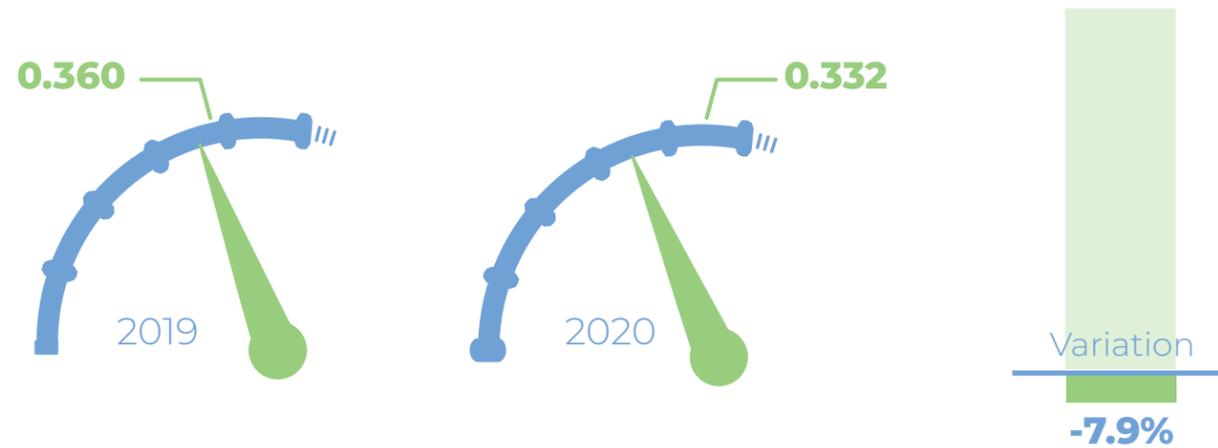


**Note:** The value of the intensity indicator for 2019 was revised due to the update of electricity emissions factors.

The observed increase is mainly related to new plants that began operations in 2019, going into full production in 2020 and the yearly variation in the production mix across our plants.

Using the same approach as for energy and overall CO<sub>2</sub>e emissions, when comparing a stable set of plants ("like-for-like basis") we have:

**CO<sub>2</sub>e EMISSIONS INTENSITY INDICATOR - "LIKE FOR LIKE BASIS"**



As before we see an improvement of 7.9% in the intensity indicator.

## Scope 3 GHG emissions

Scope 3 greenhouse gas emissions cover indirect emissions that occur in Logoplaste's value chain.

Logoplaste's largest source of Scope 3 GHG emissions is associated with raw materials used to produce packaging.

In 2020, scope 3 emissions associated with these raw materials contributed 94.1%. Therefore, resin choice together with our clients, product design and lightweight programs play a significant role in Logoplaste's strategy to reduce Corporate GHG footprint.

Transmission and distribution (T&D) losses associated with the purchase of electricity were also evaluated for 2020 due to the contribution of electricity to our scope 1 and 2 GHG emissions.

Business Travel accounted for 0.1% of Scope 3 GHG emissions. When compared with 2019, there is a decrease of 65.6%.

This reduction is clearly associated with the pandemic, where traveling was reduced to a minimum or banned for certain periods. The world shifted and Logoplaste quickly adapted to the new normal where online meetings became the standard.

Table - Categories of Scope 3 Emissions

CATEGORY	2020	
	Tons CO <sub>2</sub> e	Weighting (%)
Purchased Goods and Services - Raw Materials	455 213	94.10%
Upstream Transport and Distribution - Transport of Raw Materials*	16 887	3.50%
Upstream Transport and Distribution - Transport of Finished Product*	2 434	0.50%
T&D Losses	8 461	1.75%
Business Travel*	634	0.13%
Waste Disposal	116	0.02%
<b>TOTAL</b>	<b>483 745</b>	<b>100%</b>

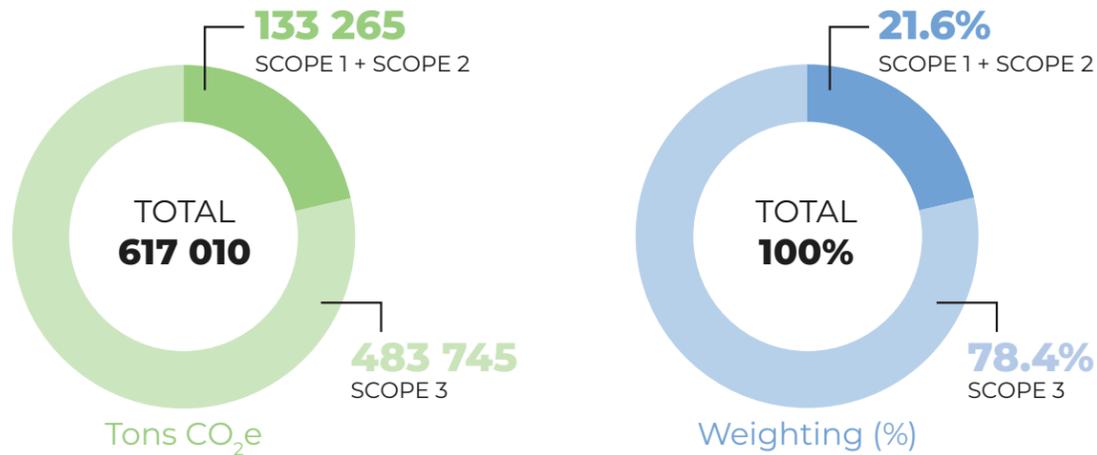
**Note:** \*Masterchem Logoplaste data was not included for 2020. Additional information on our scope 3 GHG Emissions calculations is available in [Appendix 3](#).



Scope 3 GHG emissions, compared to Scope 1 and 2, represented 78.4% of Logoplaste overall GHG emissions evaluated:

■ Comparison: Scope 1 and 2 Emissions with Scope 3 Enmissions. in 2020.

2020



# Materials and product characteristics

Choosing the right materials to produce our packaging has an impact on climate change, for each material has its own environmental consequences. The brand owners are the ultimate decision makers in the choice of materials. Logoplaste has been dedicating resources to educate and offer the right options.

- It reduces the need for virgin, fossil-based raw materials
- It saves energy
- It diverts waste from landfills

Logoplaste has been using recycled raw materials in its products for over 10 years, for food and non-food applications. Some of our packaging is produced with 100% recycled content.

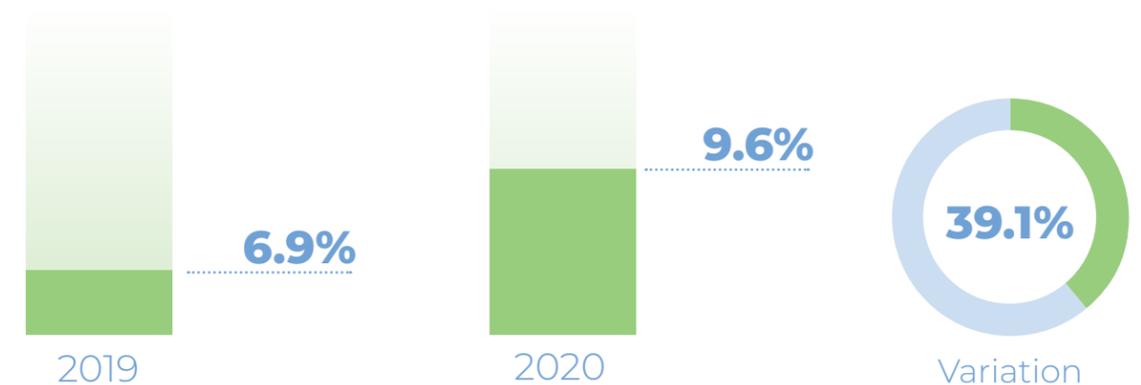
Logoplaste is committed to producing **sustainable packaging** with materials that can be recycled and have well-established recycling streams, so that waste isn't actually waste, but becomes a valuable resource.

In 2020 the percentage of recycled input materials used by Logoplaste was 9.6%, representing an increase of 39.1% compared to 2019.

We are also committed to growing the incorporation of recycled materials across all our packaging. The use of recycled materials reduces our carbon footprint:

The last 3 years have been challenging when it comes to the availability of good quality recycled materials, especially for food contact

## RECYCLED CONTENT



# Logoplaste

“For us at Racine, it is a source of great pride to say all our bottles are produced with recycled content. We feel that we contribute towards a Circular Economy, where plastic is not perceived as waste, but as a valuable resource that is reused.”

My team and I are pleased to work for a better, more sustainable, world.

LOUIS BELL | Plant Manager  
Logoplaste Racine  
Nearby USA

applications. We have established strategic supply chain partnerships to evaluate new raw material solutions and drive recycling activities and technologies. With the efforts of the entire supply chain, a growing availability of recycled content is expected.

Product design and on-going lightweight/rightweight programs also play a crucial role and greatly help reduce our carbon footprint, and of course that of our clients, without compromising packaging performance and product quality.

Logoplaste is also looking into supporting the development of new materials which are shaping the future of packaging. Logoplaste Innovation Lab continuously analyses potential applications of new materials including bio-polymers, bio-degradable materials and recycled materials (chemical and mechanically).

## Circular Economy

Our daily life, as we know it, would be inconceivable without plastic. Plastic will continue to play a key role, but we need to address plastic pollution.

Tackling this problem begins with changing mindsets. We must move from today's linear, unsustainable, "take-make-waste" model and step up our game, where plastics do not become waste or pollution but reintegrate the value chain, becoming something new.

With the coronavirus pandemic, today's great focus on safe handling and preservation of products, as well as Personal Protective

Equipment (PPE) recognizes the true value of plastics, but it is crucial that we change the way we deal with plastic waste, and rapidly begin to close the plastic loop.

The cornerstone is co-operation. Everyone involved must work together on cross value chain initiatives to drive a truly circular economy. But a transformational change of this dimension needs to be supported by governments and society at large.

“

**Becoming a perfect fit for the Circular Economy requires many players, playing the same game**



For Logoplaste, accomplishing a circular economy means investing in three main aspects: **education, collection and recycling technologies.**

Emotional and irrational debates about plastic, without having a full understanding of the “eco-system”, are unfortunately present in all communication channels. Logoplaste is a mediator for discussions about plastics, educating consumers, sharing our knowledge with organizations, and working together with our clients to implement full circularity and bottle-to-bottle solutions.

Together with consumer education, tools like Deposit Return Systems (DRS) are fundamental to boost collection rates, so more recycled material is available to incorporate into our packaging.

But not only collection rates need to be improved. One of the most pressing challenges in achieving a circular economy is improving post-consumer waste sorting.



Logoplaste is a member of **HolyGrail 2.0**, a cross-value chain initiative with the ambitious goal of assessing whether a pioneering digital technology can enable better sorting and higher-quality recycling rates for packaging in the EU, to drive a truly circular economy.

Digital watermarks are imperceptible codes, the size of a postage stamp, covering the surface of packaging. These are similar to bar codes on the bottles’ surface, which can carry a wide range of attributes.

Once the packaging enters the waste sorting facility, the digital watermark can be detected and decoded by a standard high-res-

olution camera, which then is able to sort packaging into the corresponding streams. Digital watermarks may have the potential to revolutionize the way packaging is sorted in waste management systems, as they open new possibilities that are currently not feasible with existing technologies.

Next to this “digital recycling passport”, digital watermarks also have the potential to be used in other areas such as consumer engagement, supply chain visibility and retail operations.

Another area of huge focus for Logoplaste is ODR – Opaques and Difficult to Recycle materials, which are not recyclable by traditional mechanical recycling.

To tackle this challenge, Logoplaste belongs to the Advisory Board of the **DEMETO project**, a chemical recycling technology that will serve as an enabler to close the loop for the PET market. It will add value to ODR materials, making them ready to be reintroduced as virgin material in the production of plastic packaging.



## NEW RIBENA EARTH 500 ML BOTTLE WORKING TOGETHER FOR THE SAME GOAL

For more than a year, Logoplaste has worked in partnership with Suntory Beverage and Food GB&I on the redesign of the iconic Ribena 500ml bottle.

The new Ribena Earth 500 ml bottle, launched end of 2020, is produced with 100% PCR PET and is 100% bottle-to-bottle recyclable, embracing a true circular economy.

### 100% recycled plastic and 100% bottle-to-bottle recyclable

To further improve bottle performance in its bottle-to-bottle path, the former dark colored sleeve made it difficult for recycling plant material detection sensors to identify the clear, 100% recyclable bottle underneath, preventing it from being sorted into the waste stream of plastic that can be recycled back into bottles.

Switching to this smaller label involved extensive product testing to ensure that the product would not be affected by the extra exposure to light while on shelf.

So, the sleeve was replaced by a smaller roll-fed label to ensure that the bottle can be easily sorted and recycled using industry-standard technology.



**SUNTORY**  
BEVERAGE & FOOD GB&I

## Waste From scrap to value, a useful resource.

Improper handling and inadequate waste management represents a hazard and can cause damage to people, local communities and the environment.

Logoplaste has a duty of care to dispose of its waste in a proper, safe and sustainable manner. But our responsibility goes beyond this and our focus is on preventing waste, instead of producing it. Our plants are always looking

for ways to minimize their operational waste by rethinking production processes and finding new ways for old habits.

We ensure our waste is correctly segregated to facilitate internal reuse or recycling, when possible. We also dispose of waste in a correct manner by using approved as well as certified waste contractors.

Table - Breakdown of type of waste by disposal method

DISPOSAL METHOD	HAZARDOUS WASTE		NON-HAZARDOUS WASTE		TOTAL	
	Quantity (Tons)	Weighting (%)	Quantity (Tons)	Weighting (%)	Quantity (Tons)	Weighting (%)
Recovery - Preparation for Reuse	18	14.1%	68	1.3%	86	1.6%
Recovery - Recycling	51	39.1%	5049	96.5%	5100	95.1%
Other Recovery Operation	4	2.7%	0	0.0%	4	0.1%
Disposal - Incineration with Energy Recovery	37	28.5%	48	0.9%	85	1.6%
Disposal - Incineration without Energy Recovery	5	3.9%	42	0.8%	47	0.9%
Disposal - Landfill	10	7.5%	13	0.2%	23	0.4%
Other Disposal Operation	2	1.8%	0	0.0%	2	0.0%
On-Site Storage	3	2.3%	11	0.2%	14	0.3%
<b>ALL METHODS</b>	<b>131</b>	<b>100%</b>	<b>5 230</b>	<b>100%</b>	<b>5 361</b>	<b>100%</b>

In 2020, Logoplaste produced a total of 5361 tons of operational waste, 95% of which was sent for recycling.

Hazardous waste represents 2.4% of our total operational waste. The main sources of hazardous waste are: used oils and lubricants, rags and other absorbents used for spill cleanups.



As stated in our **Global QEHS Policy**, we aim to develop packaging that never becomes waste. We do this by looking at raw materials

and incorporating recycled content. We consider end of life and recycling opportunities and we validate available recycling streams.

Producing sustainable and environmentally-friendly rigid plastic packing, with minimum impact, must be done locally assessing available resources and circuits.

## Water

Water is a very scarce resource: only 2.5% of all the water on the planet is fresh water, and less than 1% of this freshwater is available for ecosystems and humans.

To meet all our needs water demand is growing, water pollution is increasing and water supplies are declining, raising global concerns. It is critical that everyone understands the importance of cherishing this valuable resource that we depend on.

At Logoplaste our operations are not water intensive; nevertheless, we are committed to improving our water usage efficiency as well as raising awareness through the implementation of best practices and campaigns promoting the responsible use of water. Our goal is to measure, monitor and reduce our water usage. To do this correctly, we have been installing water meters in our W2W fa-

cilities – where water is supplied by our customers.

We also have a **Global Water Policy** that describes our aims and water management. As stated in our Policy, water intensity is a key criterion when making equipment purchasing decisions. For example, several of our plants work with dry coolers and dry cooling towers. Some plants with open wet cooling towers have been replacing them by more water efficient equipment.

In 2020 our total water withdrawal was 104.5ML, 70.7% from the public supply network and 29.3% from groundwater. Other water withdrawal sources are not used. All water withdrawals are from freshwater sources.



Table - Water withdrawal by source

Water Withdrawal Source	2019		2020		Variation (%)
	Water Withdrawal (ML)	Weighting (%)	Water Withdrawal (ML)	Weighting (%)	
Third party water	99.4	87.9%	73.9	70.7%	-25.7%
Groundwater	13.7	12.1%	30.6	29.3%	123.4%
<b>TOTAL</b>	<b>113.1</b>	<b>100.0%</b>	<b>104.5</b>	<b>100.0%</b>	<b>-7.6%</b>

**Note:** The methodological process and assumptions used for these calculations are described in **Appendix 3**. Values reported in 2019 GRI Sustainability Report were updated based on new information.



**When compared to 2019, our water withdrawal decreased by 7.6%.** This decrease is supported by:

- **An improved and optimized use of water in our operations**
- **A more conscious use of water for personal consumption in our facilities**
- **Optimization or renewal of water-cooling systems in some plants**

One of our ongoing efforts is to understand which of our plants are operating in high water-stressed areas and to implement action plans tailored to these locations.

To assess plants and corporate offices that are in water-stressed areas we use Aqueduct's global water risk mapping tool from the World Resources Institute (WRI).

In 2020, 22.3 ML of water was withdrawn from areas with high (30.5%) to extremely high (69.5%) water stress. 3.6 ML (16.1%) of the water withdrawals came from groundwater sources. The remaining 83.9% came from public supply network.

Water withdrawal from areas with high to extremely high-water stress accounted for 21.4% of the total water withdrawal in 2020.

We also observed a 7.5% reduction from 2019 to 2020 in the water withdrawn from these areas.

Several of our plants work with plastic pellets and pellet spills can occur during handling, transport and packaging production. Preventing water, as well as land, pollution due to mishandling plastic pellets is a key issue for Logoplaste. We have signed and endorse Operation Clean Sweep (OCS) worldwide for all our facilities.

According to our 3-year QEHS plan (start date June 2019) and to OCS' best practices, all Logoplaste plants that handle plastic pellets need to implement the Operation Clean Sweep methodology to tackle the leakage of plastic pellets into the environment.

■ Table - Water withdrawal volumes by source and water stress area

	Water Withdrawal Source	2019 Volumes (ML)	2020 Volumes (ML)	Variation (%)	Weighting (%)
High Stress	Third party water	9.8	6.7	-31.6%	30.5%
	Groundwater	0.1	0.1	0.0%	
Extremely High Stress	Third party water	10.5	12.0	14.3%	69.5%
	Groundwater	3.7	3.5	-5.4%	
TOTAL	Third party water	20.3	18.7	-7.9%	100.0%
	Groundwater	3.8	3.6	-5.3%	



“  
**Every drop counts & everyone is responsible**”

# People & Community

2020 was difficult for all market segments, especially for companies with operations running 24/7, delivering essential products. Uncertainty as well as worry, were strong feelings that accompanied our teams throughout the entire year. Regardless of the job role, responsibility or location, we all experienced different levels of doubt and concern.

At Logoplaste, our main concern was ensuring the wellbeing, motivation and safety of our employees, guaranteeing they are protected in the workplace, not only from work hazards but also from COVID-19.

As a supplier of essential consumer goods in a year branded by the pandemic, production did not stop. Our teams pulled through, reminding our customers who we are and what we are made of. The word "together" has been a part of Logoplaste's history, but it never had so much power as in 2020.

It has been a privilege for Logoplaste to take good care of its team.

But first things first...



## Let's look at how we accompany our teams from day Zero.

We believe in an unforgettable first experience, as it sets the tone for a successful career.

## 7 steps, from onboarding to developing our employees

### 1. Recruitment

“ join us on our path to a better world ”

Logoplaste is committed to attracting and welcoming great people to our team. This means reinforcing our presence on media platforms to promote employment opportunities and ensure we attract a diverse group of people. Beyond social media and on-line job search sites, Logoplaste also uses innovative approaches including virtual job fairs, community outreach and referrals programs within our teams.

## 2. Induction

“an excellent onboarding sets the right mood

We see time spent with us as a journey and it begins with the first step. It is not just day one, but the entire experience in those early days, when a person is still getting to know the company. Logoplaste has established a global, standardized approach that starts with onboarding and includes regular “check-ins” during the first 90 days. Training plans are implemented at the beginning, newcomers have time to meet leaders and colleagues, and get to know the business and their specific tasks.

## 3. Training & Development

“showing our teams how to fish

We strive to have our employees well equipped for their role, as well as giving them the opportunity to advance. Logoplaste's Operations Training Matrix standardizes training requirements while creating a training plan for each person. Tailor-made solutions are also available to improve expertise and managerial skills.

## 4. Performance Management

“goals, progress, metrics and assessment

We have a long tradition of ensuring a commitment to performance with all employees across Logoplaste. In 2020 we implemented our Global Human Resources System, PeoplePoint, that includes performance management tools. This allows us to cascade business priorities to our teams and to ensure visibility of goals, progress, feedback and alignment across our organization.

## 5. Career Management

“bright lights lead the way

In addition to having personal development goals, follow-through training programs, fair remuneration and benefit packages, we go the extra mile to make our teams feel welcomed, fulfilled and valued. Career development plays a key role in taking care of our employees, where we look at each individual as a whole. Counseling and mentorship alongside a clearly defined career path are essential tools for personal success.

## 6. Pay & Benefits

“keeping it real

Logoplaste ensures that our pay and benefits are appropriate and competitive, as well as aligned for internal equity.

In 2020 we implemented a Global Employee Support Program, designed to provide employees with additional pay to adjust to the challenges of disruption related to the global pandemic. Logoplaste wanted to participate in the extra costs of navigating the “new normal” for our employees.

We also ensure, through our Global Guidelines and Policies, that we maintain compliance with labor and wages regulations across all countries, never compromising fair treatment of our employees.

## 7. Culture & Climate Survey

“you speak, we listen

Logoplaste is committed to seeking input and feedback from our employees. We implement a Global Climate Survey every 3 years. This is an important tool to obtain feedback, via anonymous questionnaires, from everyone worldwide. It also provides a company snapshot that is shared internally. Engagement is a journey, and we seek continual improvement to strengthen our internal relationships.

**Bruno Madaleno** will always remember his ENG4Future experience as something that impacted his life in a very positive way, during a very difficult year.

for some time, so everyone was safe. What looked like a constraint ended up being an opportunity, where Bruno found a challenge that was a perfect fit for him.

COVID-19 forced the Internship program to be adapted and move to remote working

## Hitting the mark with Lean



It was not in the curriculum, but due to the pandemic, we started at Logoplaste Mealhada. This was fantastic for me as I want to focus on Lean and Mealhada was kicking off their Kaizen Workshop Week. I was able to meet Vitor Vila Verde, Logoplaste's VP Lean & Strategy Deployment, and be transferred into his team. This shows Logoplaste's ability to recognize talent, and most importantly, adapt the program to fit my ambition.

Being on the shop floor and working closely with my colleagues, allowed me to understand how things are done, planned, organized and anticipated. This information was consolidated with my stay at Logoplaste Elst and Zoetermeer, Netherlands, as well as Libramont - Belgium, giving me an even broader view of the company's processes.

I am currently integrated into the Lean Team and I am enjoying every minute.

COVID-19 robbed us of our face-to-face experience, but Logoplaste showed me how it puts its team first. A human-focused company that looks out for those who cannot stay at home to perform their job.

It has been a huge challenge to deal with the restrictions that are still in place and their impact on how we work, although we have to find the strength to keep up the high standards that Logoplaste is known for and to keep showing our colleagues in the plants and our clients that the Lean Team is here working with them and for them.

**BRUNO MADALENO** | Leader for Europe Lean & Strategy Deployment

Bruno began his career at Logoplaste as Trainee in the Engineering for the Future Internship 2020



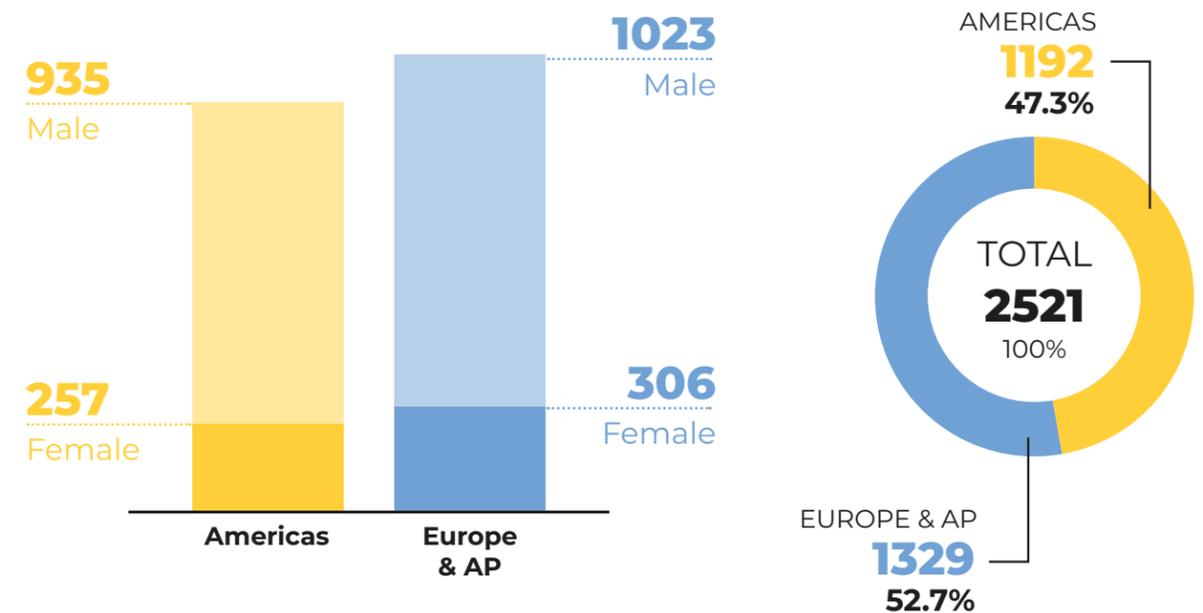
## Last year's numbers tell a story

Taking care of our team was, and always is, a top priority for us.

The total number of employees has increased by 12% from 2019. This is mainly due to the acquisition of a new company, Masterchem Logoplaste in Poland.

Nevertheless, the distribution of Logoplaste's employee population continues to be balanced between The Americas (47.3%) and Europe & Asia Pacific (52.7%).

### TOTAL NUMBER OF EMPLOYEES BY REGION AND GENDER



Note: only Logoplaste Employees, excludes agency staff.

■ Table - Total number of employees by contract type and gender

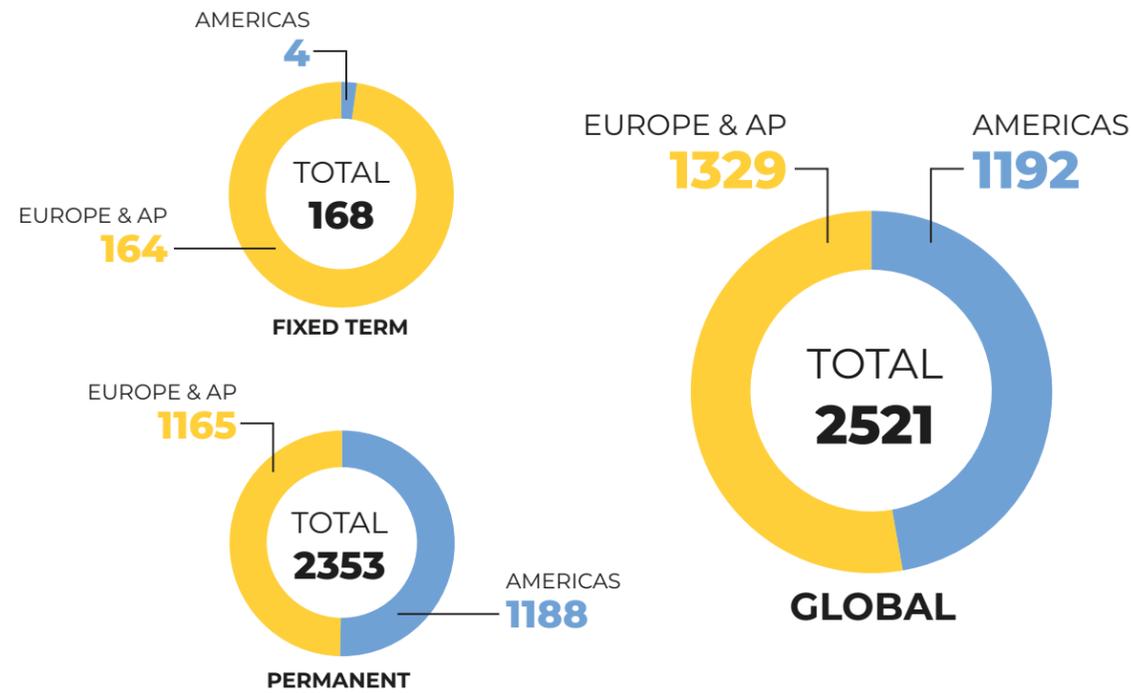
CONTRACT TYPE	Female	Male	Total
Fixed Term	67	101	168
Permanent	492	1861	2353
Agency Staff			136*
<b>GRAND TOTAL</b>	<b>559</b>	<b>1962</b>	<b>2521**</b>

\* Temporary (average agency staff in 2020)  
 \*\* only Logoplaste Employees. excluding agency staff

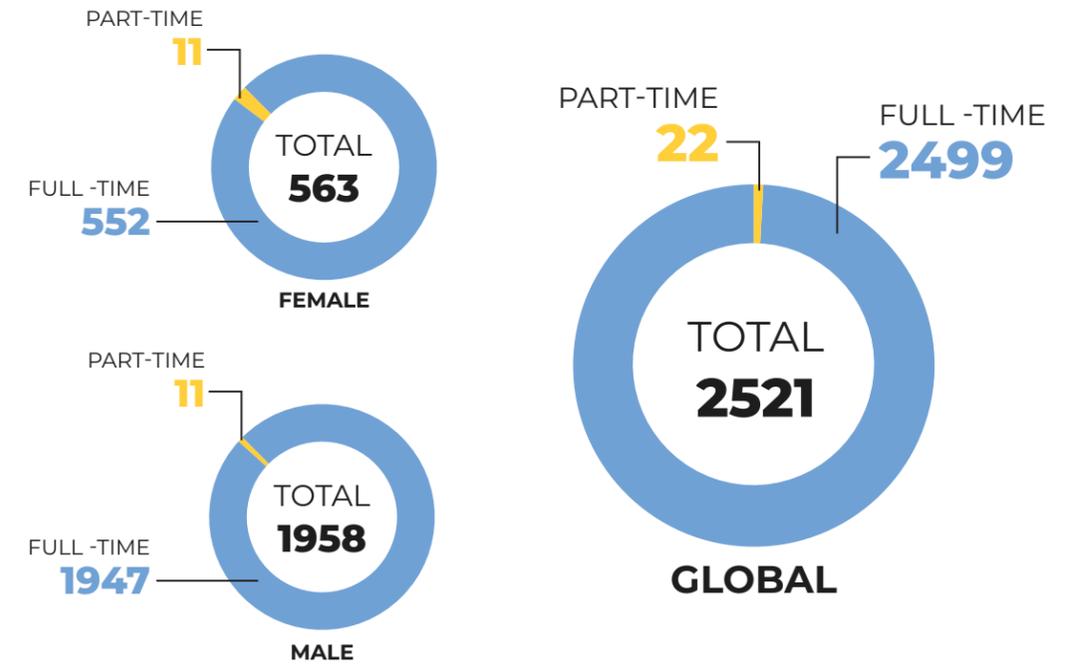
**Note:** the number of agency staff is calculated considering total hours worked and transformed in FTE's, by country.



**TOTAL NUMBER OF EMPLOYEES BY REGION AND CONTRACT TYPE**



**TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE AND GENDER**



At Logoplaste we value long term relationships. This is true with our customers and with our teams. Permanent contracts account for more than 93%.

■ Number and percentage of employees by gender, per employee category

Employee Category	Female	Male	Total	
Operational & Technical	328	1391	1719	68.2%
Clerical & Office	53	21	74	2.9%
Professional	109	282	391	15.5%
Supervisory & Managerial	62	223	285	11.3%
Senior Management	9	33	42	1.7%
Executive	2	8	10	0.4%
<b>Total Male/Female Employees</b>	<b>563</b>	<b>1958</b>	<b>2521</b>	<b>100%</b>
<b>Ratio Male/Female</b>	<b>22.3%</b>	<b>77.7%</b>		
<b>Ratio Male/Female in Executive &amp; Senior Management positions*</b>	<b>0.4%</b>	<b>1.6%*</b>		
<b>Ratio Male/Female in Executive &amp; Senior Management positions**</b>	<b>21.2%</b>	<b>78.8%**</b>		

\*of Total headcount

\*\*of Total Senior Management & Executive Positions

The ratio of women represents 22.3% of the total workforce. We see this shift up, as women represent 21.2% of the Senior Management and Executive Positions in the company. Regardless of the position, Logoplaste has women represented at all levels of the organization.

When it comes to category profiling, we have a specialized team, with a strong technical expertise and focus. Logoplaste drives career development and promotes a flat organization, keeping decision-making processes fast and a strong engagement between management and shop floor.

## Back to school

Logoplaste HQ Managers were “back in school”, having online training at NOVA SBE Executive Education.

Logoplaste Leadership Academy is important as it focuses on developing management and leadership skills of 34 Headquarters’ Managers. The team encompasses employees with managerial responsibilities ranging from directors, senior managers and newly appointed managers. The program’s objective is to support Logoplaste’s growth by leading strategically, effectively, boosting high performance teams and global networking.

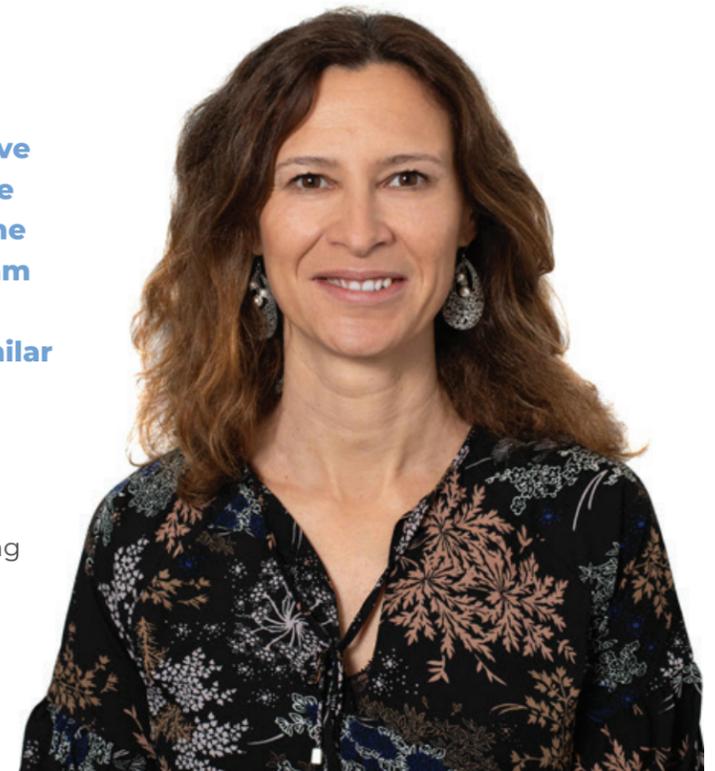
It is 6 months long, with 6 modules covering leadership assessment, the importance of leaders as decision makers, their impact on



strategic alignment and company success. It also includes a communication module, the management of high-performance teams and a conflict management section. The plan is to go global for the future, partnering with NOVA SBE Executive Education to create an annual Logoplaste Leadership Academy for managers worldwide.

“Being faced with greater responsibility, the sessions have been very helpful as they encouraged me to identify my blind spots and develop the skills, I didn’t know I needed, or I had. I am learning with the academy mentors, but also with my colleagues, as we share similar experiences within the same company culture.”

**VERÓNICA SALGUEIRO** | Packaging Engineering Support Coordinator  
Logoplaste Innovation Lab



“ Leaders can never be narrow-minded and the classes and attention given by professors on the various topics of the Logoplaste Leadership Academy, have been helping us to grow professionally by providing food for thought and make us think and see the company from different and interesting angles. These help us grow as persons, professionals and leaders, and this ultimately allows to improve and evolve into an even better organization in the future.

MARCO CARDOSO | Head of Pricing & Contract Management  
Logoplaste



Table - Collective agreements by country and number of employees covered

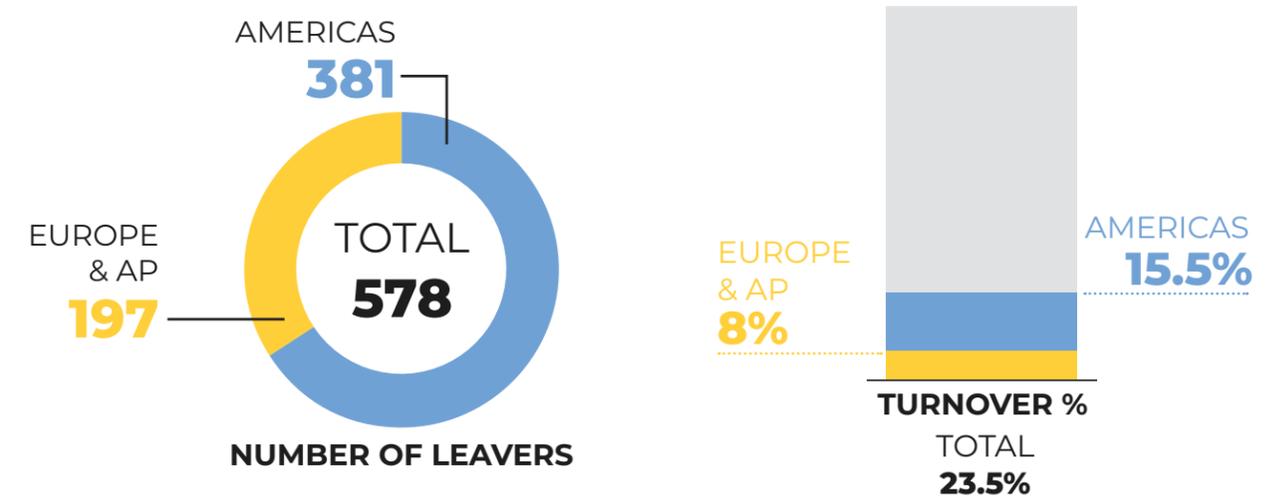
Country	Number of Employees	Colective Agreement Detail
Belgium	17	Commission Paritaire De L'Industrie Chimique
Brazil	397	Convenção Coletiva dos Trabalhadores do Ramo Químico
France	73	Convention Collective Nationale de la Plasturgie
Italy	32	Contratto Collettivo Nazionale Di Lavoro Industria Chimica
Portugal	333	Contrato Coletivo de Trabalho (CCT) do Setor Químico
Spain	66	Convenio Colectivo General De La Industria Química
<b>Grand Total</b>	<b>918</b>	<b>36.4%</b>
<b>Total Employees</b>	<b>2521</b>	

Table - Number and percentage of employees by age group, per employee category

Employee Category	Between 18 & 30 y		Between 31 & 40 y		Between 41 & 50 y		Between 51 & 60 y		More than 61 y		TOTAL
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Operational & Technical	85	334	117	458	75	338	46	212	5	49	1719
Clerical & Office	11	6	16	8	18	4	5		3	3	74
Professional	18	54	48	99	31	72	11	48	1	9	391
Supervisory & Managerial	9	13	22	55	22	80	5	59	4	16	285
Senior Management			2	4	5	16	2	9		4	42
Executive					1	4		4	1		10
<b>Total</b>	<b>123</b>	<b>407</b>	<b>205</b>	<b>624</b>	<b>152</b>	<b>514</b>	<b>69</b>	<b>332</b>	<b>14</b>	<b>81</b>	<b>2521</b>
<b>Percentage (%)</b>	<b>4.9 %</b>	<b>16.1 %</b>	<b>8.1 %</b>	<b>24.8 %</b>	<b>6.0 %</b>	<b>20.4 %</b>	<b>2.7 %</b>	<b>13.2 %</b>	<b>0.6 %</b>	<b>3.2 %</b>	<b>100 %</b>

Our average age is 41, equivalent to an experienced team.

### TURNOVER BY REGION



Note: Turnover % is calculated by the number of leavers during 2020, divided by the average headcount during the same period

Table - Turnover by age group and gender

AGE GROUP	Female	Male	Total	Turnover %
Less than 18 yrs	0	0	0	0.0%
Between 18 & 30 yrs	50	149	199	8.1%
Between 31 & 40 yrs	52	123	175	7.1%
Between 41 & 50 yrs	25	88	113	4.6%
Between 51 & 60 yrs	6	67	73	3.0%
More than 61 yrs	3	15	18	0.7%
<b>GRAND TOTAL</b>	<b>136</b>	<b>442</b>	<b>578</b>	<b>23.5%</b>

Turnover was lower than in 2019 and Logoplaste continues to have lower rates when compared to industry standards.

Highest turnover was within age range 18 – 40, but this is also the population where we have greater hiring rates, especially for Operations:

### NEW HIRES BY REGION

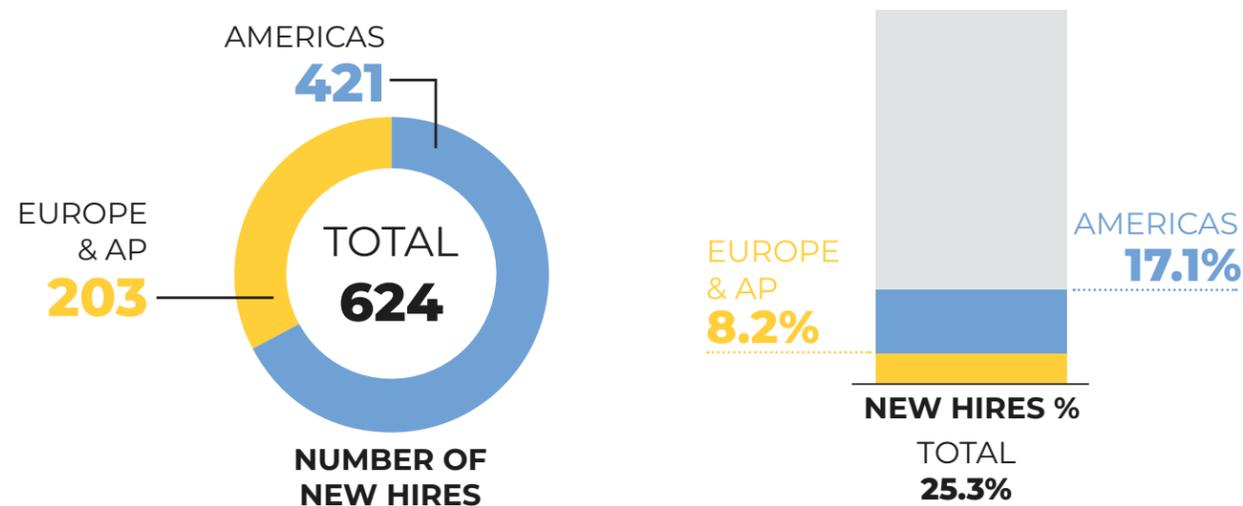


Table - New hires by age group and gender

AGE GROUP	Female	Male	Total	New Hires %
Less than 18 yrs	0	0	0	0.0%
Between 18 & 30 yrs	69	200	269	10.9%
Between 31 & 40 yrs	60	131	191	7.8%
Between 41 & 50 yrs	21	89	110	4.5%
Between 51 & 60 yrs	6	41	47	1.9%
More than 61 yrs	1	6	7	0.3%
<b>GRAND TOTAL</b>	<b>157</b>	<b>467</b>	<b>624</b>	<b>25.3%</b>

**Note:** New hires % is calculated by the number of starters during 2020, divided by the average headcount during the same period

When we look at new hires versus turnover, our pattern continues to be aligned with our industry peers. Job opportunities are abundant and candidates, with specific skillsets, are few.

Table - Internal and external training hours. by region

REGION	Internal	External	Total
Americas	33 928	8 279	42 208
Europe & AP	12 300	7 807	20 107
<b>GRAND TOTAL</b>	<b>46 228</b>	<b>16 086</b>	<b>62 315</b>
	<b>74.2%</b>	<b>25.8%</b>	
<b>Average training hours per employee</b>			<b>24.7</b>

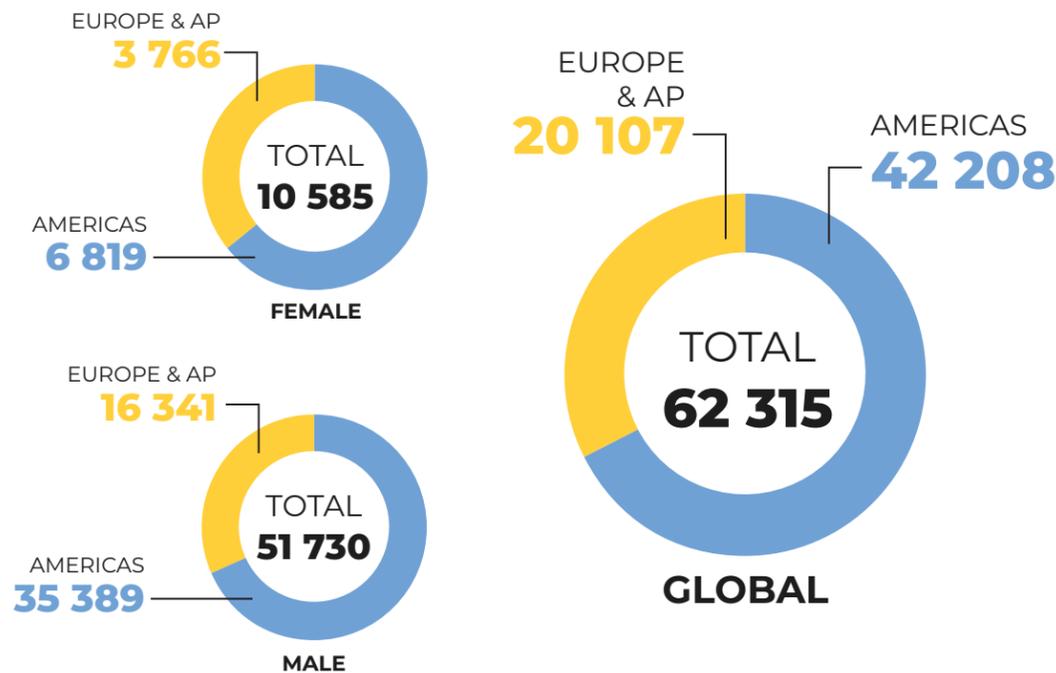
When compared with 2019, training hours fall short by 31%. Internal and external, face to face training was postponed due to our COVID-19 safety procedures. Nevertheless, Logoplaste managed to deliver an average of 24.7 hours of training per employee. Onboarding for newcomers was provided for both plants and offices.

Knowledge sharing plays an important role in our daily activities, where teams, plants and departments are willing to explain how something was done, where it went extremely well, what can be finetuned and what can be changed or dropped.

### Best Practices across the board

When one site improves, we grow. When we share this improvement, we become stronger.

#### TRAINING HOURS BY GENDER AND REGION



Beyond technical training, leadership effectiveness is critical to our success. Our Leadership Academy is designed to provide leaders with the tools to be effective in leading people and engaging with customers.

We also encourage employees, in partnership with their managers, to define an annual development plan. This provides a 360° view of employee's immediate needs, current role development and career aspirations.

Table - Training hours on OHS by region

REGION	OHS Total Hours	Average OHS Training Hours per EE
Americas	12 511	54.5
Europe & AP	82 90	113.3
<b>GRAND TOTAL</b>	<b>20 801</b>	

As we can see OHS Training plays is pivotal to Logoplaste, accounting for 30% of total 2020 training hours.



## Training: cornerstone to personal development and company growth

**“** No matter where we are in the world, Logoplaste has high standards and expects the best from the teams. But we don't just ask, we give, and training is the cornerstone.

Training has many aspects & approaches:

- Induction, when welcoming a newcomer
- Logoplaste culture, the way we do things
- Career development, with the acquisition of new skills
- Team development, process based on job training
- Personal & professional development, soft skills and coaching
- Standardization, core competencies, work instructions

To deploy the training worldwide, we are finetuning our Global Training Matrix that defines training progression and sign off procedures. This is a powerful tool to unify training per job function and individually with the full record of progress.

The Training Matrix includes core competencies and mandatory training, as well as technical & behavioural training plans based on department and job role, including internal and external training and certification. To assist with the delivery of internal training Logoplaste also have a Train the Trainer program designed to develop and utilise our in-house experience, expertise and knowledge.

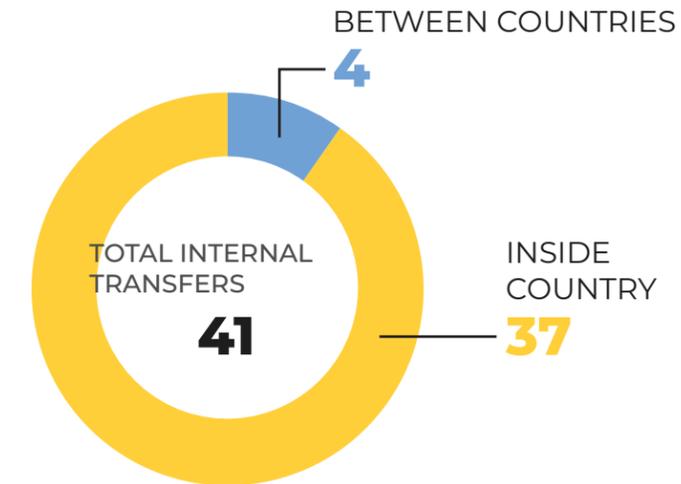
Information is accessible to everyone at site level. Keeping the team in the loop is essential for motivation and drive.

Training is something that is done daily.

**KARL HARE** | Global Director LogoAcademy



## TOTAL INTERNAL TRANSFERS



**Note:** Internal Transfer is considered a change in position, with a change in location - either inside the same country or through global mobility

Although the focus was on keeping operations running and teams safe, we continue to cater to individual performance. Internal Transfers show career progression through employee promotions.



■ Table - Incidents reported through Speakup Channel

TYPE OF INCIDENT REPORTED	Number of Cases	Cases reviewed by Logoplaste	Cases Still Open	Cases Closed
Breach of Company Policy	3	3		3
Bullying/Victimization	1	1		1
Discrimination	1	1	1	
Duty of Care	1	1		1
Grievance with Colleague	2	2		2
Harassment	2	2		2
Health & Safety	1	1		1
HR Issue	1	1		1
<b>GRAND TOTAL</b>	<b>12</b>	<b>12</b>	<b>1*</b>	<b>11</b>
<b>GRAND TOTAL (%)</b>		<b>100%</b>	<b>8%</b>	<b>92%</b>

\*Difficulty in investigating anonymous incidents. Logoplaste follows through and asks for more details, but anonymous whistleblowers rarely login a second time to reply and help conclude the process.

The Logoplaste SpeakUp Channel is an important mechanism for our teams to raise concerns that may not be easily resolved through other means, including our commitment to an Open-Door Policy.

## Ask the CEO

### Closing the bottom-up gap

Last year we implemented ASK THE CEO on our intranet, where anyone can submit questions to Gerardo Chiaia, our CEO.

The objective is to tighten the connection between employees and the CEO, creating a communication channel that is shared worldwide.

Questions can be submitted anonymously. Gerardo reads them and if needed does his homework. Answers are posted within 72 hours for all to see.



## Leading from the front, setting the trend for others to follow

“**Logoplaste gives us leeway to make our own decisions; this is crucial when managing team motivation and expectations in an extreme year. The result is a driven team, pulling together and continuing to serve our customer well.**

**At Thurrock, my first concern was to create a safe work environment for both office and shop floor employees. We implemented a rotation calendar where everyone was given the opportunity to stay at home to keep safe whilst also serving as a backup team should the need have arisen. This was well received and appreciated, and also created a business continuity plan.**

**Another key point was constant communication, from daily meetings to quick 5-minute conf calls with those at home. We ensured everyone was in the loop and did not feel isolated or felt left out. Taking care of our teams goes hand in hand with providing top quality packaging, and I feel we achieved this through an extremely challenging period. We received numerous positive comments from the team on how Logoplaste as a whole had managed the situation. It was also imperative that we listened to any concerns that were raised and acted upon them effectively.**

**JON HART** | Plant Manager  
**Logoplaste Thurrock**  
W2W UK



## Recruitment

Recruitment plays a big role for the HR Team. It is a constant need due to our continuous growth.

As the world has changed, our recruitment techniques have adapted to accommodate to the “new normal”. This meant implementing virtual recruitment processes, participating in virtual job fairs, engaging with candidates so the unique human experience would translate through the digital medium.

Onboarding was also adapted to provide the best first experience possible.

Candidates and newcomers' feedback were extremely important to help us improve the virtual experience. The learning curve was steep but very beneficial.

Virtual recruitment and onboarding have become part of our portfolio.



**When you invest in your recruitment process you always reap the benefits**

# Performance management

Tracking our teams' performance is the basis for solid team management, development and follow-through.

It is a fundamental tool that provides vital information, not only for managers, but also for employees, as it serves as a guide throughout the year. It is also crucial for HR Teams to monitor performance, help managers steer their teams, identify rising stars, track and help develop weaker hard and soft skills.

In 2020, Corporate HR implemented PeoplePoint, SAP Success Factors platform, to manage all HR-related activities and tasks.

The system has many modules, including Performance Management. Having this on-line solution, with automated workflows, provides a unique experience for users, be it in their role as managers or employees. It also aligns to company strategic objectives, allowing everyone to set their goals in accordance with Logoplaste's roadmap for the year.

**Performance Management has 4 main stages:**



## ENG4F

### Engineering For The Future Internship Program

#### A Global and Inspiring Learning Experience

At Logoplaste, innovation and development are key for our business growth. We believe in having a strong workforce, with the necessary skills and competencies, in order to achieve our strategic goals.

As part of Logoplaste's growth strategy, we started a Global Internship Program, where talented graduates have the opportunity to help build and grow a successful business, while at the same time have access to state-of-the-art production processes, fully automated lines, optimized efficiency at all levels and innovation as part of the company's culture, DNA and daily routines.

**Palloma Carvalho** started her internship in our 2020 ENG4Future Program at the same time COVID-19 pandemic began.

What was designed to be an ambitious program, needed to be reimagined to adapt to the “new normal” but good things came from uncertainty.

Palloma graduated in Brazil and came to Portugal for her Masters’ Degree in Chemical

Engineering, focusing on Polymers. She then began working for a Portuguese company in the Plastics Industry.

When she came across the ENG4Future Program she immediately decided to apply. The appeal was the international experience the program entails as well as the job rotation, providing an overall experience of all rigid plastic packaging production.

## People & Community ENG4Future Internship 2020

“ I wanted to try a wide range of experiences, learn and figure out what I want to do. ENG4Future Program provides this broad view and gives us, the trainees, the chance to be part of projects that have an impact on the business. We work hard but it is very gratifying to see results and see our ideas, inputs and work translated into benefits. The internship also provides a theoretical component, but it has the added value of a practical application.

Although the initial program structure needed to be changed due to safety regulations, I ended up having an amazing experience at Logoplaste Mealhada, where I was able to participate in a Lean Project, something I had never done before. It gave me a new perspective for the remainder of my internship.

At both sites, Portugal and UK, I always felt safe and taken care of. Being with Logoplaste has helped me to visualize not only all the guidance I have been receiving for my personal growth, but also to realize- with great satisfaction - my work making difference.

**PALLOMA CARVALHO** | Trainee  
ENG4Future Internship 2020



# Occupational Health & Safety

**Nothing we do is so important it cannot be done safely.**

**Health and Safety is a Core Value and a top priority for our CEO, Gerado Chiaia. It goes hand in hand with Sustainability.**

We promote a Health and Safety Culture founded on **Authenticity, Empowerment** and **Accountability**, as expressed in our **Global QEHS Policy**.



Engagement in health and safety is crucial and all at Logoplaste have a Duty of Care towards themselves, and those around them. Each employee is empowered to stop any practice where their safety, or the safety of others, is at risk.

In 2020, due to the unexpected pandemic, the care, health and safety of Logoplaste’s team became even more important. We have a top-down as well as bottom-up approach through meetings, awareness campaigns, two-way communication and training, all focused on a safety culture.

All plants and offices have a qualified person, who guarantees that Logoplaste’s Occupational Health and Safety (OHS) standards,

customer requirements and legal regulations are implemented and followed.

OHS Training needs are clearly identified in the Global Training Matrix and all Logoplaste employees receive regular training suited to their role within the business. Employees who perform activities such as risk assessments, inspections and audits, receive training focused on these areas.

Training is delivered in the workplace during working hours, whenever possible. Should the training be held outside work hours or during a rest day (for those working shifts), employees receive compensation equal to normal pay. Training effectiveness is measured through on-the-job tasks and simulations. These ensure that knowledge and skills are well assimilated.

# At Logoplaste, continuous OHS improvement is driven by three main axes:

## 1. QEHS Policy with a 3-year plan

The policy describes our vision and provides a framework to develop our management system. All sites share this policy with their teams and develop specific action plans. The plan is reviewed annually or sooner if changes are required.

## 2. Local & Global Health and Safety Performance

Risk assessment is a core function of our management system. All actions identified are analyzed by the plant managers and their teams, with immediate action plans.

We communicate hazards to employees through our risk assessments and local and global performance reports are shared via email, on Logo TV (corporate television) and posted on the intranet.

## 3. Engagement with the teams

The sites hold regular OHS meetings where everyone is welcome. The sessions address local performance, improvement plans, accidents and potential changes in the workplace. The meeting minutes and actions are made available to all employees.

The use of a near-miss\* reporting system is also vital for employee engagement, making the workplace safer for all, and enabling teams to identify hazards and actively participate in the safety management process.

\*A near-miss is anything with the potential to cause harm, injury and/ or damage.

Electric Machine

When an accident does occur, it is documented and acted upon by trained First Aid Responders. Accidents are investigated by Team Leaders, and if needed by a Safety Specialist. We use a Global Accident Report based on 5 Whys, as well as a gap analysis to get to the root cause of the problem and implement corrective actions. To prevent similar accidents from occurring in other plants, a global accident report, with non-sensitive information, is shared with all sites. This is another example of our continuous improvement, where we are proactive and reactive, always sharing our findings.

Our most common hazards in the workplace are noise, manual handling (pushing, pulling, twisting) and hazardous substances. Having these clearly identified helps us implement preventive measures to protect our teams, mitigate risks and safeguard the business.

These are:

**Training**  
On how to work safely, isolate machinery and use equipment correctly

**PPE**  
How to select, wear and maintain

**Instructions**  
Actions employees, as well as the company, need to follow  
Information - about the hazards and how they can affect our wellbeing

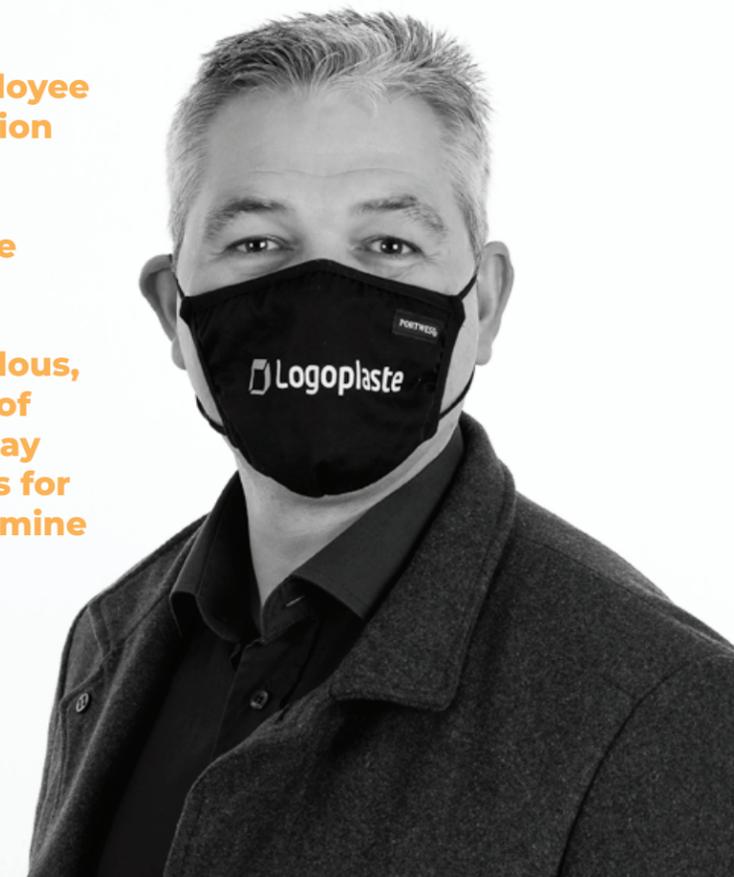
**Exclusion**  
Eliminating a hazardous task or finding new ways to perform it safely

**Out-of-the-box thinking**  
Where new solutions are implemented

**“ In 2020 we focused on employee engagement and participation in our OHS activities. We improved the number of proactive measures implemented to make the workplace safer.**

**Employee involvement was tremendous, and this can be seen in the number of near misses reported. We can now say that we are building the foundations for a “I look after your safety as well as mine culture.**

**NEIL PARSONS** | Global EHS Director  
Logoplaste



## Occupational health & safety performance under the magnifying glass

Our performance numbers include Logoplaste employees, temporary and agency workers.

■ Table - Health & Safety Tools

	Number of plants/offices	Coverage (%)	Quantity Raised		
			2019	2020	Variation (%)
Plants/offices using risk assessments to make the workplace safer	69	96%	2025	3030	49,6%
Plants/offices recording near misses	64	89%	6605	10023	51,7%
Plants/offices performing tool box talks	55	76%	2421	3231	33,5%
Plants/offices performing safety inspections of the workplace	60	83%	1713	2697	57,4%

## Management systems

100% of our plants comply with OHS management systems legal requirements for employees, temporary and agency workers.

Our next goal is to certify plants with 30 or more employees according to ISO 45001 OHSMS. Currently, 5 plants are already certified.

### There is heart in the way Logoplaste is run



“

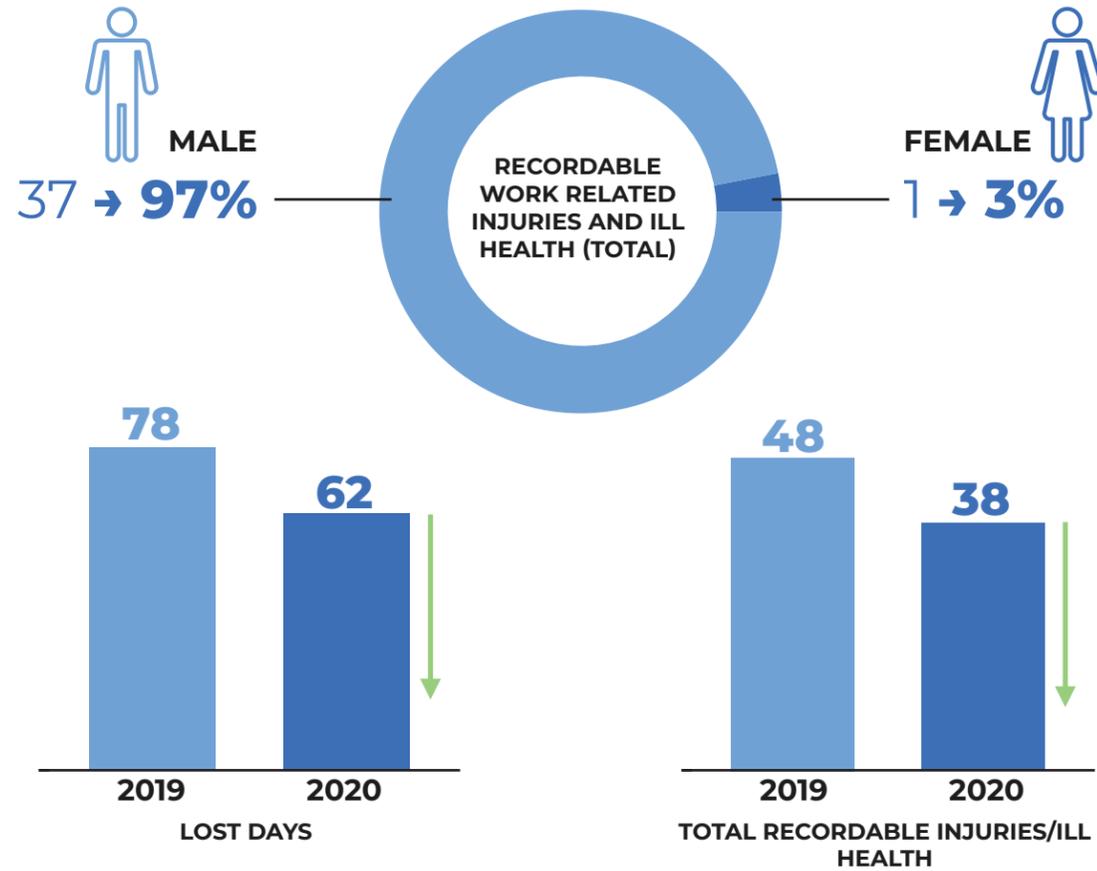
Logoplaste Chicago was already having a very busy time prior to COVID-19, where everyone was going the extra mile to achieve specific certifications and carry out improvements, and this is always challenging in operations that work 24/7. Then the pandemic hit, and this implied extra work to implement new safety procedures and, more important, change habits to accommodate new rules.

Looking back, I am very proud of our work, as a united team.

We successfully implemented all the changes and improvements that were plant-related, as well as all the safety protocols. But we were all nervous and unsure, this was the hardest to overcome. Logoplaste, as a company, looked out for the teams and made sure everyone was taken care of.”

DALE WALDRON | Plant Manager  
Logoplaste Chicago  
Off site USA

**WORK-RELATED INJURIES AND ILL HEALTH**



	2020	2020 vs 2019
Number of injuries that resulted in a fatality	0	=
Number of occupational diseases that resulted in a fatality	0	=
How many injuries resulted in - LOST TIME	23	↑
How many hours lost time was incurred as a result	1 478	↓
How many injuries resulted in - RESTRICTED WORK	2	=
How many injuries resulted in - MEDICAL TREATMENT	13	↓
How many injuries resulted in - FIRST AID	57	↓

**As in 2019, in 2020 our top 3 injuries continue to be cuts, grazes and muscle/tendon damage:**

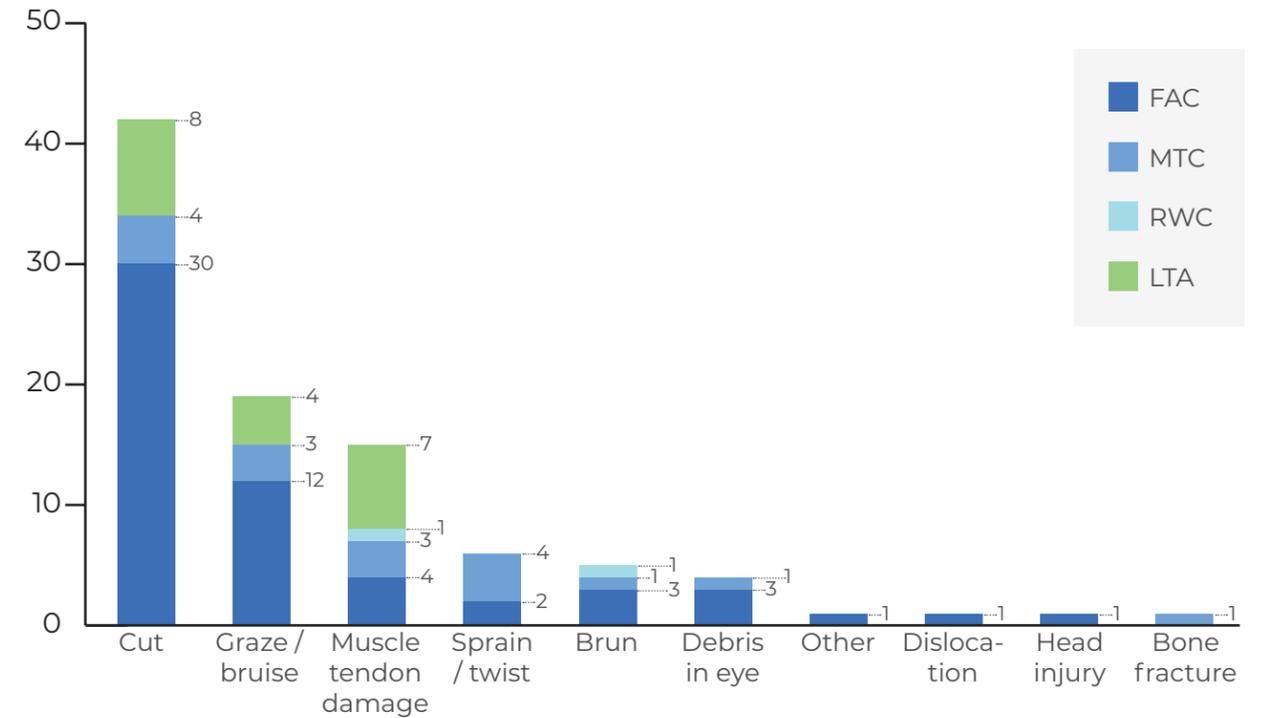
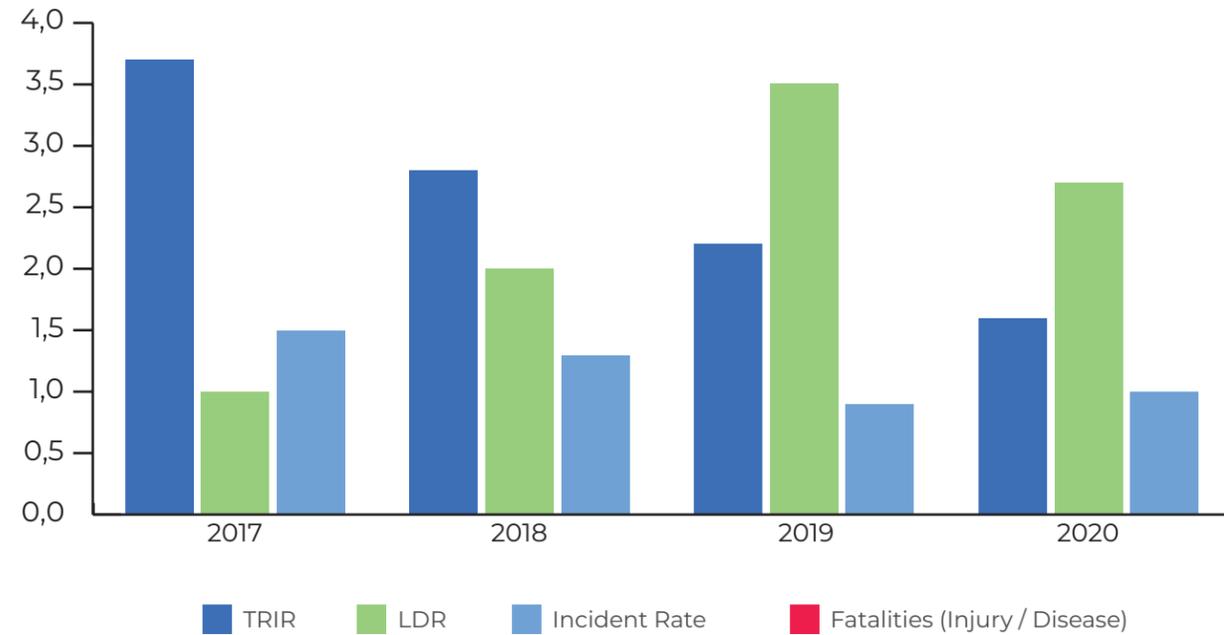


Table - Safety criteria measurement and monitoring

(per 200 000 h)	Number of Cases	Rate		
		2019	2020	2020 vs 2019
TRIR - Total Recordable Incident Rate	38	2.2	1.6	↓
FR - Fatality Rate	0	0	0.0	=
ODR - Occupational Disease Rate	0	0	0.0	=
IR - Incident Rate (LTA only)	23	0.9	1.0	↑
LDR - Lost Day Rate	62	3.5	2.7	↓

**TREND ANALYSIS (BASED ON 200 000 H)**

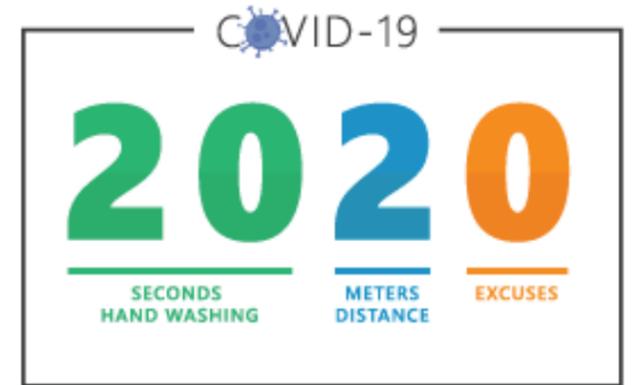


# Health & Safety & Covid-19

## The two, zero, two, zero rule

If 2020 was a tough year all around, OHS teams had their hands full. Implementation of new procedures and processes was done in record time, and while we were at it, why not introduce new technologies to help keep us safe?

Here is a list of all that Logoplaste achieved worldwide, with full compliance for both of-fices and sites:



Logoplaste

- Covid Task force – diverse group with decision-making power
- Rotation – office / home - mirror teams to ensure business continuity
- Working from home for offices and plant staff
- Shift staggered start and finish times – if you don't meet, you don't get sick
- Identifying and taking care of vulnerable employees – protecting our team
- Enhanced site cleaning & deep clean initiatives with third party providers
- Social distancing – embracing wearable technology to trace close contacts
- Temperature monitoring – every day, every time
- Personal hygiene: using a mask and washing hands on a regular basis throughout the day
- Ban on “one to many” meetings
- Travel restrictions
- Supporting families Employee Support Program – extra compensation for on-site teams
- Clarified direct contact – who do I talk to if I have questions?
- Weekly meetings – communication is key in keeping everyone in the loop and knowing their next steps
- Guidelines – complete internal document on Risk Infection Control
- Reporting, analysis and statistics – everyone in the loop
- Weekly site audits
- Sharing of best practices – Vulcan greeting handshake implemented by our Italian team
- Implementation of a digital sign in/ sign out system

## Listening to our team. Just listening.

“ Being in charge of 7 sites plus head office is continuous work, but it pays off. To ensure safety procedures and to keep everyone aligned, in Logoplaste Brazil we implemented the “Friday afternoon meetings” where all plant managers, department and area managers as well as directors are present. This began last year and is still in practice today.

These meetings have several purposes as they keep us united as a team, they allow for the sharing of best practices and experience, they benchmark emotions, keeping different concern levels uniform. The meetings are divided into 3 main sections, beginning with an operational overview from central office, then it is my turn to share internal numbers and information as well as country laws and vaccination plan – this is very useful for the teams that take care of older family members. Last, each plant manager does an operational and Covid-19 briefing.

The outcome is a collaborative work with sharing of best practices and experience. Everyone feels supported and we maintain the status quo within the company.

Listening to everyone is fundamental and helps me build strategies to keep the team safe.



FLAVIO TILHOF | Country EHS  
Coordinator  
Logoplaste Brazil

## Different formats, same message

Internal communication initiatives for both desk and non-desk employees were crucial to our success in dealing with the pandemic and vital to keeping motivation and spirits high.

Posters, movies, presentations, intranet-dedicated page, global emails, printed materials, COVID-19 personal safety kit, sharing ideas and best practices, implementing employee improvement suggestions, CEO pep talks films and global broadcasts.

## Protecting our teams



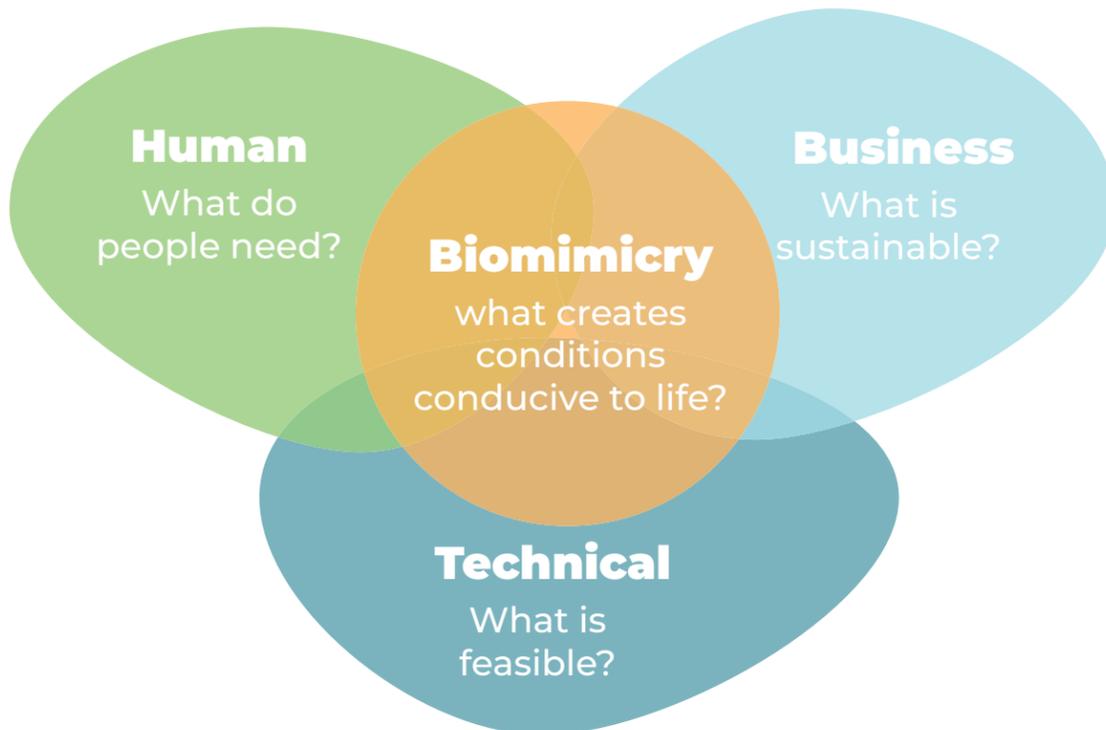
# Innovation & Development

Celebrating its 20<sup>th</sup> anniversary in 2021, Logoplaste Innovation Lab was created to manage development activities for the entire Logoplaste Group, and has since become our center for Research, Development and Innovation.

The Business Unity's main objective is to provide integrated packaging solutions for our clients, giving consumers a unique experience.

The Innovation Bias of Logoplaste Innovation Lab addresses all the variables of the packaging innovation process.

To create the most relevant and competitive packaging solutions, a holist vision of each project is mandatory to full understand and address all key factors of the innovation process: from the fulfilling of a human need, to a careful evaluation of the best technical and business models. Everything needs to comply with the most demanding sustainability requirements.



**Logoplaste Innovation Lab offers a 360° service**



**“ Our challenge is to find the best packaging solutions for our products, our consumers and the environment. We find that working with Logoplaste we get quick answers to the challenges we propose. Logoplaste Innovation Lab makes suggestions, follows through and implements. ”**

**JOANA OOM DE SOUSA** | Corporate Strategy and Procurement Director  
**Sovena Group**



These services translate into benefits for our customers, such as competitive advantages, awareness and fast time to market, an open approach to packaging challenges, and last but not least, strengthened relationships.

**In 2020 Logoplaste Innovation Lab embarked in several key innovative streams and services:**

- 1.  
Ideation**

  - a. Packaging insight**
  
- 2.  
Product Design**

  - a. New proprietary software development**
  - b. Biomimicry**
  - c. Microtomography**
  
- 3.  
Performance**

  - a. Mold development**
  - b. E-commerce**
  - c. Connected bottles**

**Packaging insight** new

**A design thinking service**

Based on neuro-marketing research methodologies, Packaging Insight allows us to measure conscious and sub-conscious shopper decisions by combining eye tracking studies with virtual shopping. These studies deliver valuable insights on package effectiveness.

In-depth analysis and understanding of consumer engagement and overall perception of a packaging, is accompanied by a complete report that is shared with our clients.

**HIGHLIGHTS**

- **Helping clients decide which packaging designs have the strongest impact on visibility and purchasing behavior**
- **Testing and validation of different packaging designs**
- **Profile definition for target consumer survey**



## New proprietary software development

Exclusive tools to support tailor-made solutions

Logoplaste software tools have been developed to address specific needs, evaluating technical aspects of packaging concepts at a very early phase.

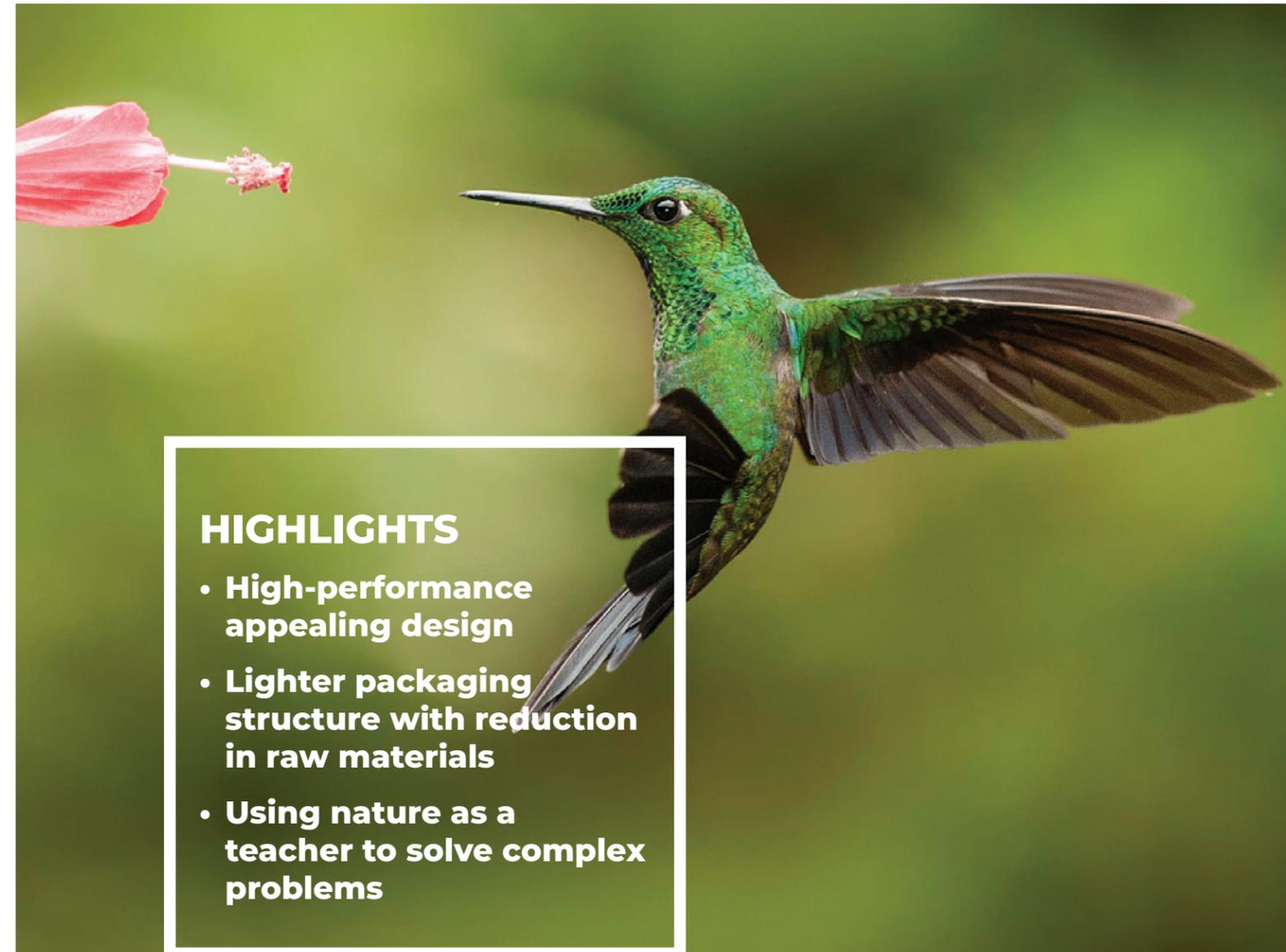
<p><b>Fusion</b> Internal Project Management tool</p>	<p><b>Pre-form generator</b> automatically designs a pre-form based on bottle specifications</p>	<p><b>Permalab</b> simulates gas permeation in a bottle</p>
<p><b>SBM Simulator</b> simulates blowing of a PET bottle</p>	<p><b>Design Metrics</b> evaluates packaging design and performance</p>	<p><b>Packaging Insight</b> digital analysis of shopper decisions</p>
<p><b>Packaging Forecast</b> Winds Report – packaging trend report</p>	<p><b>HIGHLIGHTS</b></p> <ul style="list-style-type: none"> <li>• <b>Reliable inhouse expertise based on experience</b></li> <li>• <b>Added value information</b></li> <li>• <b>Quality assurance</b></li> </ul>	

## Biomimicry

Top provider of end-to-end, innovative solutions

Logoplaste was the first packaging company to integrate Biomimicry Thinking into packaging design. This was back in 2010 with the launch of the Vitalis Water Bottle.

Since then, innovation inspired by nature has been the driver to design the most competitive, end-to-end, sustainable packaging solutions.



### HIGHLIGHTS

- **High-performance appealing design**
- **Lighter packaging structure with reduction in raw materials**
- **Using nature as a teacher to solve complex problems**

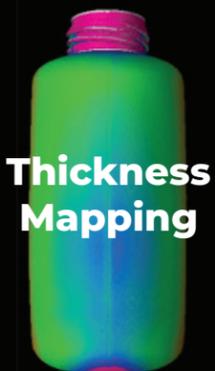
## Microtomography new

A new packaging engineer support service

Logoplaste Innovation Lab is using noninvasive scanning technology to examine and control the structural parameters and properties of packaging. This allows for accurate thickness measurements through a virtual image.

### HIGHLIGHTS

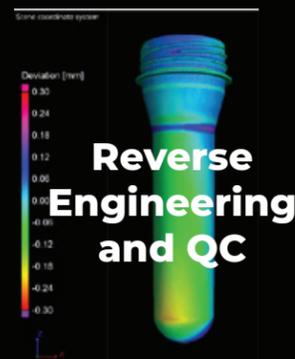
- Precision measurements on multilayer dispersion
- Identify microdeformations
- Verify leakages between a cap and bottleneck geometries
- Facilitate industrial process specifications



**Thickness Mapping**



**Cap Neck interface**



**Reverse Engineering and QC**

## Mold Development

Accelerating time to market

In 2020, Logoplaste Innovation Lab incorporated Logomould, a business unity created back in 1988, for mold manufacture and maintenance. This realignment gives the ability to engineer and manufacture unique precision molds for trials or industrial production.

This integration enables the development of new products in record time, providing a high service level to our clients. Logoplaste now has the capacity to supply SBM Pilot Molds in less than a week.

### HIGHLIGHTS

- Drastically reduce time to market of new products
- Extra add on, to an already complete 360° service
- One-stop shop with improved customer service
- Lower costs for customers



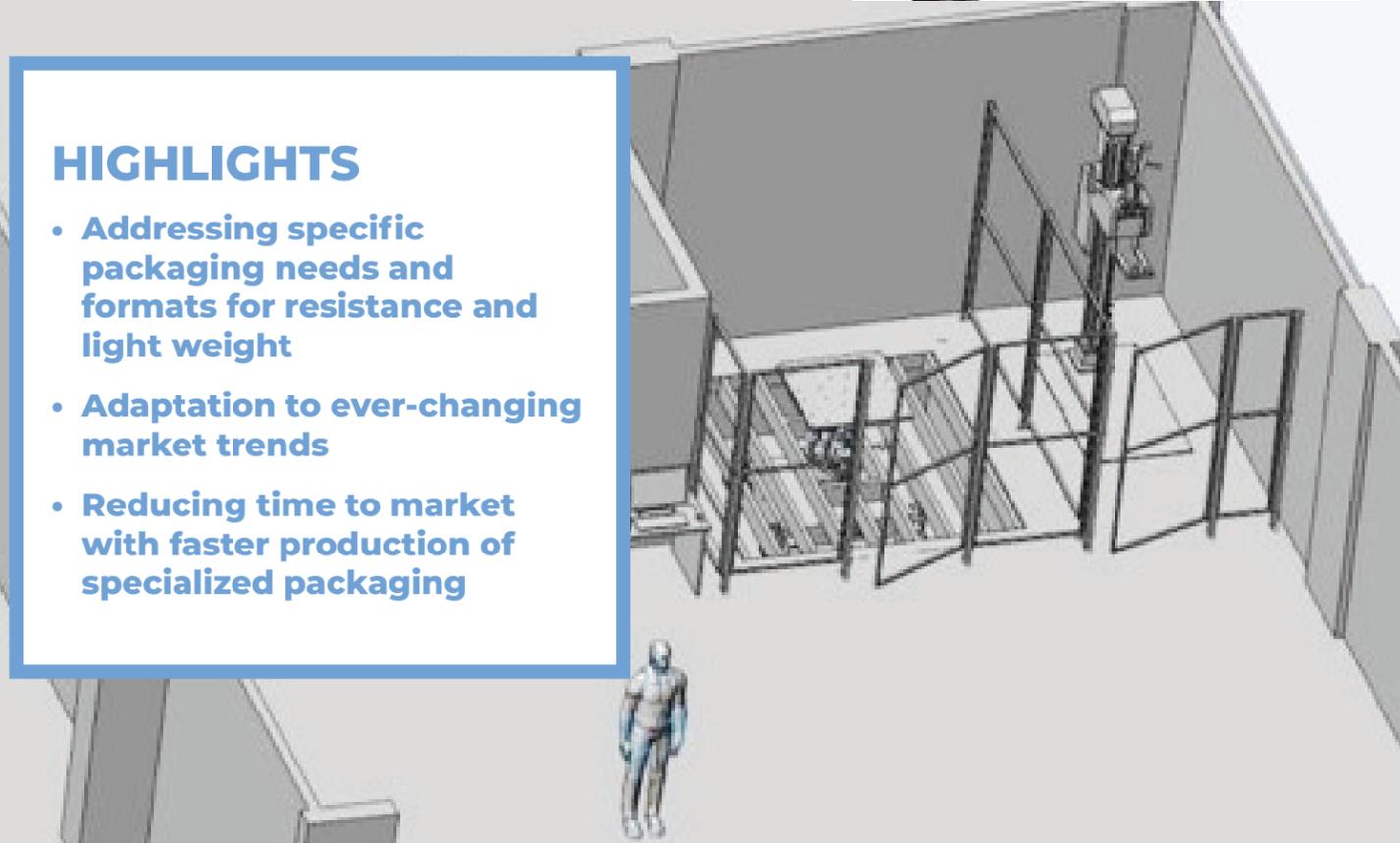
## E-Commerce new

### Simulation and ISTA 6 Certification

Over the years there has been a clear shift from brick-and-mortar stores to e-commerce. Consumer packaged goods grew around 35% in the last year, with strong focus on personal care.

Our customers followed consumer trends and made the shift, but not all packaging can be repurposed from store shelf to e-commerce channels. Shipping brings many challenges, such as package damage and leaking, resulting in frustrating consumer experience and ultimately, brand damage. Logoplaste implemented a service that develops packaging specific for e-commerce. It complies with ISTA 6\* delivering foolproof packaging solutions that are validated and certified.

\* ISTA (International Safe Transit Association) 6 – test procedure that evaluates the effectiveness of packaging against hazards along the supply chain.



#### HIGHLIGHTS

- Addressing specific packaging needs and formats for resistance and light weight
- Adaptation to ever-changing market trends
- Reducing time to market with faster production of specialized packaging

## Connected bottle new

Recycling made easier

### What does packaging need to become fully circular?

“ We are living in an ecosystem that is ever more digital. Packaging cannot be disconnected from the requirements of this new era, so Logoplaste is integrating new features into bottles so they can answer to these challenges. Recyclability is the word of the moment. We need to provide consumers with the option to address recyclability and be informed on how to recycle the product they are buying, or what type of material it is made of.

By embedding codes into packaging, we can overcome some of these challenges. Coded bottles can be sorted by deposit and recycling systems that are able to read the em-

bedded codes. These codes can not only help with sorting, but engage with consumers by providing recycling information as well as marketing messages, re-directing them to a specific link after scanning a bottle or label with a phone.

Another key area is Counterfeiting. There are many cases where products are being copied relentlessly. The codes function almost as a fingerprint, unique to that SKU. An imperceptible embedded code makes it impossible for anyone to copy the packaging.

Working together with



**Paulo Correia**  
CTO

#### HIGHLIGHTS

- **Recyclability** – giving recyclers data on bottle composition and allowing for better sorting, which translates into higher quality recycled material.
- **Counterfeiting** - ensuring bottles are not copied or duplicated by another producer.
- **Communication** - consumers can use their mobile phones to pick up advanced messaging – marketing and advertisement at a new level.



# 05

## Appendix

### Appendix 1

#### Sustainability Governance Structure

Logoplaste's Sustainability Governance structure was created in 2018 and encompasses the Sustainability Board and the Sustainability Committee.

The Sustainability Board leads the way, setting the goals and targets, and is accountable for Logoplaste's sustainability results.

The Sustainability Committee is responsible for driving best practices across all our sites and throughout our supply chain.

Both bodies regulate all sustainable activities and ensure Logoplaste's strategy is fully aligned.

## Meet our Sustainability Board

The Sustainability Board is responsible for defining Logoplaste's Sustainability Strategy, ensuring that ESG considerations are integrated into the company's strategy and ensuring that objectives are met in a timely manner.



**FILIPE DE BOTTON**  
Chairman



**GERARDO CHIAIA**  
CEO



**LUIS ALMEIDA**  
Chief Marketing Officer



**MARCEL DE BOTTON**  
Founder



**PAULO CORREIA**  
Chief Technology Officer



**SUSANA GARCIA**  
Sustainability Manager

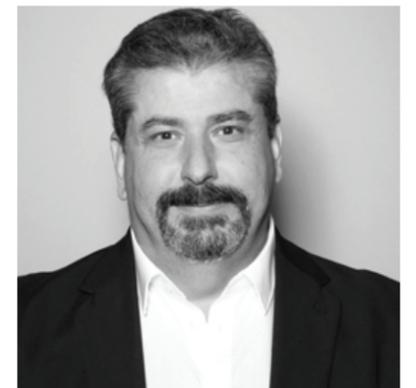
## Sustainability Committee



**CONCEIÇÃO MENEZES**  
Chief Digital Officer



**STEFANO MIRTI**  
Chief Operations Officer



**FERNANDO SIMÕES**  
Operating Systems & Metrics Director



**LAURENT MAUNY**  
VP Operations France, Iberia & Netherlands



**NEIL PARSONS**  
Global EHS Director



**VERA PIRES**  
Corporate HR Manager

# Appendix 2

## Materiality Analysis

Sustainability is a Top Priority, at the center of our Corporate Values.

The first step of our Strategic Sustainability Plan was to identify of Logoplaste's material topics - topics with associated risks and business opportunities that affect the creation of value and impact Logoplaste's stakeholders.

Stakeholders were identified based on how much they influence our business model and

our operations. These include our Employees, Sustainability Board and Committee, Suppliers, Customers, Local Communities\*, Regulators & Associations.

This process included a benchmark analysis of sustainability reporting, best practices and online surveys and interviews with our stakeholders to clearly identify the Materiality Topics and assess their perceived relevance.



The topics evaluated by the stakeholders through the surveys and interviews conducted were:

## Environmental topics

### ENERGY (Material Topic)

Disclosures and initiatives related to energy consumption, reduction, intensity and efficiency from different types (electricity, gas, fuel) – it includes certifications and audits.

### WATER

Disclosures and initiatives related to water consumption, reduction, intensity and efficiency.

### WASTE (Material Topic)

Disclosures and initiatives related to recycling, the circular economy and waste minimization, as well measuring consumption by waste and disposal types.

### GHG Emissions (Material Topic)

Disclosures and initiatives related to the emissions, accountability, minimization and intensity of GHG.

### MATERIALS CHARACTERISTICS

Disclosures and initiatives related to safer, more sustainable and environmental-friendly production processes and materials, as well as responsible sourcing and materials from renewable sources.

### CONSUMER PRODUCT CHARACTERISTICS

Disclosures and initiatives related to sustainable products, including eco-design, labelling and the circular economy. It may also be related to measuring post-consumer recycled material and certifications.

## Social topics

### ETHICS & INTEGRITY

Practical actions and disclosures related to ethical and responsible supply and internal policies (e.g. Code of Conduct).

### CORPORATE SOCIAL RESPONSIBILITY

Practical actions and disclosures related to supporting the local communities, as well as the company itself and its workers. It also includes donations to charity and company's charity Foundations.

### DIVERSITY & EQUAL OPPORTUNITY

Practical actions related to gender pay gap, equality in opportunities, and empowering women. Disclosures related to the workers' population: age, gender, region, ...

### HEALTH & SAFETY

Practical actions such as assessments and certifications, promoting wellness workshops and providing health insurance. Disclosures of various indicators, such as injury rate and frequency of accidents.

### HUMAN RIGHTS

Practical actions such as assessing suppliers on their compliance with human rights.

### LABOUR CONDITIONS

Practical actions such as asking for employee feedback and assessing their satisfaction.

### COMMUNICATION STRATEGY

Practical actions such as establishing strategic partnerships for developing sustainability-related skills and publicly communicating various sustainable initiatives.

### TRAINING & DEVELOPMENT

Practical actions such as digital solutions for appraisals and career development, and developing specific, function-based training plan. Reporting indicators, such as training hours per employee.



## Economic topics

### ANTI-CORRUPTION & BRIBERY

Practical actions such as developing whistle-blower and anti-corruption policies, as well as a Code of Conduct.

### ECONOMIC ISSUES

Practical actions such as managing enterprise risk which helps govern uncertainty and assessing opportunities. Disclosures on regional economic performance and market leadership.

### INNOVATION & DEVELOPMENT (Material Topic)

Practical actions in regard to finding new solutions for production by rethinking products and implementing data security programs.

### GOVERNANCE & INTERNAL POLICIES

Disclosures regarding corporate governance policy.

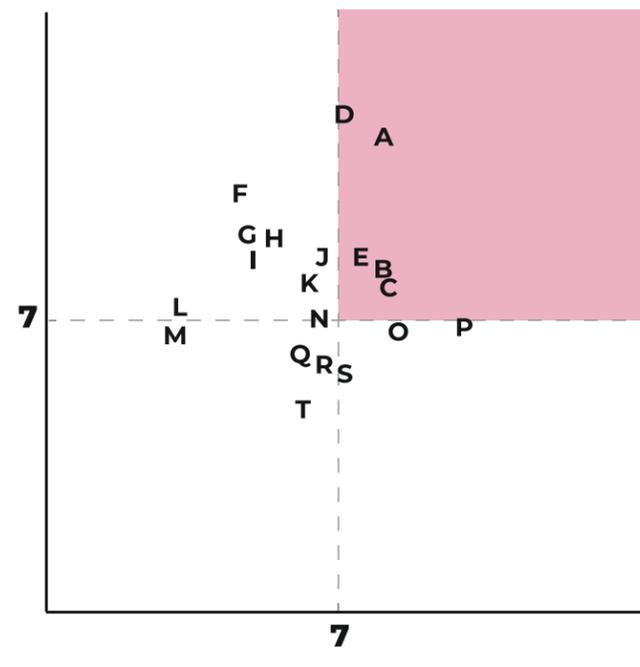
### STAKEHOLDERS

Practical actions such as promoting transparency between the company and its stakeholders, by disclosing all investments and being accountable to all stakeholders.

### LEGAL REQUIREMENTS (Material Topic)

Practical actions such as taking actions to be

**STAKEHOLDERS  
HIGH RELEVANCY**  
10



With this data, we developed the Materiality Matrix shown below. The material topics identified are addressed and answered through this report.

Logoplaste  
**HIGH RELEVANCY**  
10

- A:** Waste
- B:** Energy
- C:** Innovation & Development
- D:** Material Characteristics
- E:** Legal Requirements
- F:** Consumer Product Characteristics
- G:** Anti-Corruption & Bribery
- H:** GHG Emissions
- I:** Human Rights
- J:** Ethics & Integrity
- K:** Water
- L:** Stakeholders
- M:** Economic Issues
- N:** Diversity & Equal Opportunity
- O:** Training & Development
- P:** Health & Safety
- Q:** Corporate Social Responsibility
- R:** Labor Conditions
- S:** Communication Strategy
- T:** Governance & Internal Policies

**TOP 5 MATERIAL TOPICS**

- A** - Waste
- B** - Energy
- C** - Innovation & Development
- D** - Material characteristics
- E** - Legal Requirements

Table: Material Topics

The Materiality analysis is performed every 2 years, or earlier if necessary.

\* The relevancy of the topics for the local communities was evaluated through the perspective of regulators and associations

# Appendix 3

## Environmental Indicators

Table - Safety criteria measurement and monitoring

2020 Environmental Indicators												
Country	Plant/ Office Designation	GHG - Scope 2	GHG - Scope 1							Operational Waste	Water Withdrawal	
		Electricity	Natural Gas	LGP	Red Diesel	Petrol	Diesel (Company trucks)	Diesel (Company cars)	Petrol (Company cars)			Refrigeration Gases
Belgium	Libramont	Green									Blue	Green
Brazil	Office (São Paulo)	Green								Green		Green
Brazil	Araras I	Green			Green					Green	Blue	Green
Brazil	Raposo Tavares	Green			Green					Green	Blue	Green
Brazil	Pará De Minas	Green								Green	Blue	Green
Brazil	São Cristóvão	Green								Green		Green
Brazil	Araras II	Green			Green					Green		Green
Brazil	Carambeí	Green			Green					Green	Blue	Green
Brazil	Amparo	Green								Green		Green
Canada	Edmonton	Green	Green							Green		Green

2020 Environmental Indicators												
Country	Plant/ Office Designation	GHG - Scope 2	GHG - Scope 1								Operational Waste	Water Withdrawal
		Electricity	Natural Gas	LGP	Red Diesel	Petrol	Diesel (Company trucks)	Diesel (Company cars)	Petrol (Company cars)	Refrigeration Gases		
Canada	Burnaby	Green									Green	Yellow
Canada	Vaudreuil-dorion	Green	Green								Green	Yellow
Czech Republic	Office (Prague)	Yellow						Green			Green	Yellow
Czech Republic	Olomouc	Green									Blue	Yellow
Czech Republic	Zábřeh	Green									Blue	Green
Spain	Office (Madrid)	Green									Green	Yellow
Spain	Guadalajara	Green									Blue	Yellow
Spain	Tenerife	Green									Blue	Green
Spain	Brenes	Green									Blue	Green
Spain	Vilches	Green									Green	Green
Spain	Andujar	Green									Blue	Green
Spain	Torija	Green									Green	Green
France	Office (Neully-Plaisance)	Green									Green	Green
France	Lons	Green									Blue	Green
France	Vienne	Green									Blue	Green
France	Cambrai	Green									Blue	Green
France	Campbon	Green									Green	Green
United Kingdom	Office (Reading)	Yellow									Green	Yellow
United Kingdom	Thurrock	Green									Green	Green
United Kingdom	Leeds	Green									Green	Yellow
United Kingdom	Coleford	Green									Green	Yellow
United Kingdom	Dumfries	Green									Red	Green
United Kingdom	Beads	Yellow									Green	Yellow
Ireland	URC Office (Dublin)	Green									Green	Green
Italy	Pomezia	Green									Green	Green
Luxembourg	Office (Luxembourg)	Green									Green	Green
Mexico	Toluca	Yellow									Green	Yellow
Mexico	San Luis	Green									Green	Yellow

2020 Environmental Indicators												
Country	Plant/ Office Designation	GHG - Scope 2	GHG - Scope 1								Operational Waste	Water Withdrawal
		Electricity	Natural Gas	LGP	Red Diesel	Petrol	Diesel (Company trucks)	Diesel (Company cars)	Petrol (Company cars)	Refrigeration Gases		
Netherlands	Elst	Green	Green								Green	Green
Netherlands	Zoetermeer	Green	Green								Green	Green
Poland	Pudliszki	Green									Green	Yellow
Poland	Raciborz	Green			Green						Green	Green
Poland	Gorzow	Green	Green								Green	Green
Poland	Masterchem	Green			Green	Green	Green	Green	Green	Green	Green	Green
Portugal	Portugal Office + ILAB	Green									Green	Green
Portugal	Estarreja	Green									Green	Green
Portugal	Santa Iria	Green									Green	Yellow
Portugal	Guarda	Green									Green	Yellow
Portugal	Vacariça	Green									Green	Yellow
Portugal	Castelo Branco	Green									Green	Green
Portugal	Castelo De Vide	Green			Green						Blue	Green
Portugal	Oliveira De Azeméis	Green									Blue	Green
Portugal	Ladeira	Green									Blue	Green
Portugal	Mealhada	Green			Green	Green		Green			Green	Green
Portugal	Pedras Salgadas	Green									Green	Green
Portugal	Barreiro	Green									Green	Green
Portugal	Abrantes	Green									Blue	Green
Russia	St. Petersburg	Green									Green	Green
Ukraine	Kiev	Green									Green	Green
USA	USA Office + ILAB USA	Green	Green								Green	Green
USA	Syracuse	Yellow	Yellow								Blue	Yellow
USA	Chicago	Green	Green								Green	Green
USA	Plainfield	Green									Green	Yellow
USA	Racine II	Green	Green								Green	Yellow
USA	Kansas City	Green									Green	Green
USA	Fort Worth	Green	Green								Green	Yellow

2020 Environmental Indicators												
Country	Plant/ Office Designation	GHG - Scope 2	GHG - Scope 1							Operational Waste	Water Withdrawal	
		Electricity	Natural Gas	LGP	Red Diesel	Petrol	Diesel (Company trucks)	Diesel (Company cars)	Petrol (Company cars)			Refrigeration Gases
USA	Joliet	Green	Green	White	White	White	White	White	White	White	White	White
USA	Tabler Station	Green	Yellow	Green	White	White	White	White	White	White	White	Yellow
USA	Hazleton	Green	Green	White	White	White	White	White	White	White	White	White
USA	Minster	Green	Green	White	White	White	White	White	White	White	White	White
USA	Dallas	Green	White	White	White	White	White	White	White	White	White	White
Vietnam	Vietnam	Green	White	Green	Green	White	White	White	White	White	White	White

- Not applicable
- Applicable - estimated
- Applicable - not reported
- Applicable - real measurements
- All waste streams managed by client
- Some waste streams managed by client and some managed by plant

## Energy

In plants where energy data was not available, data was extrapolated from similar plants (same technology and raw materials) based on raw material consumption. For corporate offices where data was not available, data was extrapolated from other offices based on number of employees.

Some plants use steam provided by the customer, but consumption is not available as there are no meters installed. Based on information provided by the customers we estimated that steam represents less than 0.35% of the total electricity consumption.

The conversion factor used to convert kWh to GJ is 0.0036, as defined by the International Energy Agency (IEA). The formula

$$\text{Energy (GJ)} = \text{Consumption (tons/year)} * \text{LHV (MJ/kg)}$$

was used to convert fuel consumption to GJ. We used the Density and LHV (low heating value) values available in DE-FRA UK conversion factors 2020 database – Fuel properties. As fuel consumption represents a small percentage of our energy consumption, we didn't apply country specific conversion factors as the impact on the final results wouldn't be significant.



## GHG Emissions

We report our greenhouse gas (GHG) emissions according to the GHG Protocol developed by the World Resources Institute (WRI) and the World Business Council on Sustainable Development (WBCSD).

Emissions reported are all from entities over which Logoplaste has operational control.

Global warming potential (GWP) values for a 100-year time horizon are from 4<sup>th</sup> assessment report (AR4).

Scope 1 and 2 GHG emissions are calculated based on the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard (Revised Edition). Carbon dioxide (CO<sub>2</sub>) is the predominant gas included in the calculation

of Scope 1 and 2 emissions, but emissions factors may also include small amounts of methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O). As Logoplaste uses refrigerants, HFC's are also included. Biogenic CO<sub>2</sub> emissions are not reported separately from the Scope 1 GHG Emissions (Gross direct).

Emissions factors for Scope 1 are from DEFRA's Greenhouse gas reporting: conversion factors 2020.

Emission factors provided by the electricity suppliers are used for the calculation of market-based Scope 2 GHG Emissions, when available. Otherwise, the following sources are used:

Country	Source
<b>Belgium, Czech Republic, Spain, France, Italy, Netherlands, Portugal, United Kingdom</b>	European Residual Mixes 2019 Report - AIB (Association of Issuing Bodies)
<b>Brazil</b>	Fatores de Emissão de CO <sub>2</sub> pela geração de energia elétrica no Sistema Interligado Nacional do Brasil, Inventário Corporativo - Ministério da Ciência, Tecnologia e Inovação
<b>Canada</b>	National Inventory Report (NIR) 1990-2018, Part 3, Annex 13 (published 2020) - Environment and Climate Change Canada
<b>Mexico</b>	Factor de Emisión del Sistema Eléctrico Nacional 2019 - CRE (Comisión Reguladora de Energía)
<b>Poland</b>	National Center for Emissions Management (KOBiZE)
United States	eGRID2018 (published 2020)
Russia, Vietnam, Ukraine	Emissions Factors - 2020 Edition - IEA (International Energy Agency)

For Canada and US, regional emissions factors are used, when specific emission factors provided by the electricity suppliers are not available.

Logoplaste's Scope 3 GHG emissions are calculated according to the Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Carbon dioxide (CO<sub>2</sub>) is the predominant gas included in the calculation of Scope 3 emissions, but emissions factors may also include small amounts of methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O).

In 2020 Logoplaste assessed and reported on the following categories:

- Purchased goods and services (Raw Materials – Resins and Preforms)\*
- Upstream transportation and distribution (Raw Materials and Transport of Finished Product)\*\*
- Business travel (Flights, Mileage Paid, Car Rental, Hotel stays, Rail)
- Transmission and Distribution (T&D) Loss
- Operational waste

In 2019 Logoplaste conducted a study on employee commuting (this study excluded employees with company cars as fuel consumption is reported in scope 1 GHG emissions). The employee commuting emissions contributed with 0.8% to the evaluated Scope 3 emissions.

Since the beginning of the pandemic, in 2020, all employees that could perform their job from home, have been doing so. This means

that the contribution of employee commuting to our 2020 Scope 3 GHG emissions was even lower than reported in 2019.

The remaining categories have been assessed as either not applicable to our business model, immaterial or not currently quantifiable with a meaningful and valid methodology.

\* To calculate GHG emissions associated with raw materials, we used the latest eco-profiles published by Plastics Europe and WARM.

\*\* Masterchem data was not included for 2020.

## Waste

As described in table “Environmental indicators applicable per plant/office”, two plants didn’t have data on the quantities of the different waste streams generated, although collection was assured by waste contractors.

## Water

For the W2W plants that don’t have water meters or access to water readings, we estimated the water withdrawal based on similar plants (same technology and raw materials) and based on raw material consumption.

For corporate offices that don’t have data on water withdrawal (shared building with no individual water meter) we estimated water withdrawal based on similar corporate offices (similar number of employees) and based on the number of employees.

# Appendix 4

## Speak Up Channel: 2020 Report

### Appendix 4 - SpeakUp Channel: 2020 Report

	Number of Cases	Cases reviewed by Logoplaste	Cases Still Open	Cases Closed
Anti-Competition				
Assault				
Breach of Company Policy	3	3		3
Bribery, Corruption or Fraud				
Bullying/Victimization	1	1		1
Confidentiality or Privacy Issue				
Conflict of Interest				
Discrimination	1	1	1	
Duty of Care	1	1		1
Environment, health and safety				
Grievance with Colleague	2	2		2
Grievance with Manager				
Gross Misconduct				
Harassment	2	2		2
Health & Safety	1	1		1
HR Issue	1	1		1
Intellectual Property Theft				
Malpractice				
Modern Slavery				
Money laundering				
Political Activity				
Substance Abuse				
Theft				
Vandalism/Criminal damage				
<b>GRAND TOTAL</b>	<b>12</b>	<b>12</b>	<b>1</b>	<b>11</b>
<b>GRAND TOTAL (%)</b>		<b>100%</b>	<b>8%</b>	<b>92%</b>

Anonymous*	<b>10</b>
Identified	<b>2</b>
<b>GRAND TOTAL</b>	<b>12</b>

\*Difficult to investigate anonymous incidents, Logoplaste replies and asks for more details, and most of the whistleblowers do not log in for a second time in the Case Reporting System to reply.

# Appendix 5

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer	Page
<b>General Standard Disclosure</b>			
102-1	Name of the organization	- Cover Page - Bird's eye view: Introduction - Bird's eye view: Global Presence - Bird's eye view: Timeline	1; 15; 16-17; 18-20
102-2	Activities, brands, products, and services	- Bird's eye view: Introduction - Bird's eye view: Global Presence - Bird's eye view: Timeline - Bird's eye view: What we do & how we do it	15; 16-17; 18-20; 27-28
102-3	Location of headquarters	412F, Route d'Esch L-2086 Luxembourg	
102-4	Location of operations	- Bird's eye view: Introduction - Bird's eye view: Global Presence	15; 16
102-5	Ownership and legal form	Logoplaste Group (Logoplaste) is a private company incorporated in Luxembourg	
102-6	Markets served	- Bird's eye view: Global presence	16-17
102-7	Scale of the organization	Logoplaste Group has Total Assets of 982 million Euros and Equity of 245 million Euros. Additional information can be found in chapter Bird's eye view: Introduction and Global presence	15-17
102-8	Information on employees and other workers	- Bird's eye view: Global presence - People & Community	16; 75-87

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer	Page
102-9	Supply chain	- Bird's eye view: What we have been up to - Bird's eye view: Awards and Recognition - Bird's eye view: Initiatives - Bird's eye view: What we do & how we do it - Bird's eye view: Stakeholder Engagement - Bird's eye view: Sustainable Procurement - Logoplaste & the Environment: Circular Economy	23-24; 25; 26; 27-28; 38-40; 41; 61-64
102-10	Significant changes to the organization and its supply chain	- Bird's eye view: Timeline	18-20
102-11	Precautionary Principle or approach	Logoplaste & the Environment	46
102-12	External initiatives	- Bird's eye view: Timeline - Bird's eye view: What have we been up to? - Bird's eye view: Awards and Recognition - Bird's eye view: Initiatives - Bird's eye view: Sustainability Logoplaste & the Environment: Circular Economy	18-20; 23-24; 25; 26; 33; 61-64
102-13	Membership of associations	- Bird's eye view: What have we been up to	24
102-14	Statement from senior decision-maker	Message from the CEO	6-11
102-16	Values, principles, standards, and norms of behavior	- Bird's eye view: Logoway - People & Community	29-30; 70-73
102-18	Governance structure	- Appendix 1: Sustainability Governance Structure	117-19
102-40	List of stakeholder groups	- Bird's eye view: Stakeholders engagement	38-40
102-41	Collective bargaining agreements	- People & Community	81
102-42	Identifying and selecting stakeholders	- Bird's eye view: Stakeholders engagement - Appendix 2: Materiality Analysis	38-40; 120-124
102-43	Approach to stakeholder engagement	- Bird's eye view: Stakeholders engagement	38-40
102-44	Key topics and concerns raised	- Taking steps: Introduction - Appendix 2: Materiality Analysis	43-45 120-124

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer	Page	
102-45	Entities included in the consolidated financial statements	LOGOPLASTE GROUP S.Á.R.L. LOGOPLASTE UK PARENT LIMITED LPG ACQUISITION US CORP LPG ACQUISITION DUTCH CORP B.V. LOGOPLASTE LATAM BV LOGOPLASTE FRANCE PARENT S.A.S. LOGOPLASTE ITALY PARENT S.P.A. LOGOPLASTE PORTUGAL PARENT, SGPS, S.A. LPG ACQUISITION SPAIN CORP S.L. LOGOPLASTE CONSULTORES TÉCNICOS SA LOGOPLASTE ESTARREJA LDA LOGOPLASTE SANTA IRIA LDA LOGOAREA - IMOBILIARIA, UNIPessoal, LDA. LOGOPLASTE INNOVATION LAB LDA LOGOPLASTE GUARDA LDA LOGOPLASTE PORTUGAL LDA LOGOPLASTE CONSULTORES TÉCNICOS ESPAÑA SL LOGOPLASTE TORIJA SL LOGOPLASTE UK, LTD LOGOPLASTE FRANCE SAS LOGOPLASTE LONS SAS LOGOPLASTE VIENNE SAS LOGOPLASTE CAMBRAI SAS LOGOPLASTE CAMPBON SAS LOGOPLASTE ITÁLIA S.R.L. LOGOPLASTE POMEZIA SRL LOGOPLASTE DO BRASIL LTDA. LOGOPLASTE ELST BV LOGOPLASTE CZECH , s.r.o. LOGOPLASTE CANADA INC. LOGOPLASTE USA INC (USA) LOGOPLASTE USA SYRACUSE LLC LOGOPLASTE CHICAGO LLC LOGOPLASTE PLAINFIELD LLC LOGOPLASTE RACINE LLC LOGOPLASTE KANSAS CITY LLC LOGOPLASTE FORT WORTH LLC LOGOPLASTE JOLIET LLC LOGOPLASTE TABLER STATION LLC LOGOPLASTE HAZLETON LLC LOGOPLASTE MINSTER LLC LOGOPLASTE DALLAS LLC LOGOPLASTE LIMA LLC LOGOPLASTE SUFFOLK LLC LOGOPLASTE MEXICO S.R.L. DE C.V. LOGOPLASTE TOLUCA S.R.L. DE C.V. LOGOPLASTE SAN LUIS S.R.L. DE C.V. UNIVERSAL RESIN COMPANY LIMITED LOGOPLASTE LIBRAMONT SPRL LOGOPLASTE RUSSIA LLC. LOGOPLASTE POLSKA sp. z o.o. POL T100 MASTERCHEM LOGOPLASTE sp. z o.o. LOGOPLASTE UKRAINE LLC LOGOPLASTE VIETNAM LLC.		
102-46	Defining report content and topic Boundaries	- About this report - Taking steps: Introduction	12-13; 43-45	

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer	Page
102-47	List of material topics	- Taking steps: Introduction - Appendix 2: Materiality Analysis	43-45; 120-124
102-48	Restatements of information	Data reported in 2019 for energy, GHG emissions and water were reviewed based on new available information.	
102-49	Changes in reporting	Data reported in 2019 for energy, GHG emissions and water were reviewed based on new available information.	
102-50	Reporting period	1st January to 31st December 2020	
102-51	Date of most recent report	2020	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report	Sustainability Manager: Susana Garcia (susana.garcia@logoplaste.com)	
102-54	Claims of reporting in accordance with the GRI Standards	- About this report	12-13
102-55	GRI content index	- Appendix 5: GRI content index	134-140
102-56	External assurance	This report is not verified by external entities.	
<b>300 Environmental</b>			
<b>301: Materials *</b>			
103	Management approach	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see Appendix 2 - Materiality Analysis) - Taking Steps: Introduction - Logoplaste & the Environment: Introduction - Logoplaste & the Environment: Materials & Product Characteristics	120-124; 43-45; 46; 59-60
301-2	Recycled input materials used	Logoplaste & the Environment - Materials & Product Characteristics	59-60
<b>302: Energy *</b>			
103	Management approach	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see Appendix 2 - Materiality Analysis). - Taking Steps: Introduction - Logoplaste & the Environment: Introduction & Energy	120-124; 43-45; 46-49

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer	Page
302-1	Energy consumption within the organization	- Logoplaste & the Environment - Energy & Energy Reduction Activities	47-49
<b>303: Water</b>			
303-1	Interactions with water as a shared resource	- Logoplaste & the Environment - Water	66-69
303-2	Management of water discharge-related impacts	- Logoplaste & the Environment - Water	66-69
303-3	Water withdrawal	- Logoplaste & the Environment - Water	66-69
<b>305: Emissions*</b>			
305-1	Direct (Scope 1) GHG emissions	- Logoplaste & the Environment - Greenhouse Gas Emissions	52-54
305-2	Energy indirect (Scope 2) GHG emissions	- Logoplaste & the Environment - Greenhouse Gas Emissions	52-54
305-4	GHG emissions intensity	- Logoplaste & the Environment - Greenhouse Gas Emissions	55-56
<b>306: Waste *</b>			
103	Management approach	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (ssee Appendix 2 - Materiality Analysis). - Taking Steps: Introduction - Logoplaste & the Environment: Introduction - Logoplaste & the Environment: Waste	120-124; 43-45; 46; 65-66
306-2	Waste by type and disposal method	Logoplaste & the Environment: Waste	65-66
<b>307: Environmental Compliance *</b>			
103	Management approach	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company. With a direct relationship with Environmental Compliance, the topic "Legal Requirements" considers them as high priority topics (see Appendix 2 - Materiality Analysis).	120-124
307-1	Non-compliance with environmental laws and regulations	There are no fines to record	

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer	Page
<b>400 Social</b>			
<b>401: Employment</b>			
401-1	New employee hires and employee turnover	- People & Community	81-83
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	- People & Community - Pay & Benefits	73
<b>403: Occupational health and safety</b>			
403-1	Occupational health and safety management system	- Occupational Health and Safety	95-96; 99
403-2	Hazard identification, risk assessment, and incident investigation	- Occupational Health and Safety	95-103
403-3	Occupational health services	- Occupational Health and Safety	95-105
403-4	Worker participation, consultation, and communication on occupational health and safety	- Occupational Health and Safety	96; 103-105
403-5	Worker training on occupational health and safety	- People & Community - Occupational Health and Safety	85-86; 95; 97
403-6	Promotion of worker health	- Occupational Health and Safety	95-98; 103-105
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	- Occupational Health and Safety	95-98; 103-105
403-8	Workers covered by an occupational health and safety management system	- Occupational Health and Safety	98
403-9	Work-related injuries	- Occupational Health and Safety	100-102
403-10	Work-related ill health	- Occupational Health and Safety	100-102

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer	Page
<b>404: Training and education</b>			
404-1	Average hours of training per year per employee	- People & Community	83-84
<b>405: Diversity and Equal Opportunity</b>			
405-1	Diversity of governance bodies and employees	- People & Community	78
<b>406: Non-discrimination</b>			
406-1	Incidents of discrimination and corrective actions taken	- People & Community - Appendix 4 - SpeakUp Channel	88; 132-133
<b>407: Freedom of association and collective bargaining</b>			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	- Bird's eye view: Sustainable Procurement - People & Community	41; 81

**Notes:** \* Material topics



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